



ZENTRALGENOSSENSCHAFT DES EUROPÄISCHEN FLEISCHERGEWERBES EG

ZENTRAG eG | Postfach 102450 | D-60024 Frankfurt/Main

Code of Conduct for Business Partners

Preamble

ZENTRAG eG attaches great importance to social and ecological sustainability in its cooperation with business partners as well as in the entire supply chain. In this regard, the Code of Conduct for Business Partners describes the fundamental principles for cooperation with business partners.

The principles contained represent minimum standards for our business relationships. It is based on the international guidelines, principles and laws listed below:

- Universal Declaration of Human Rights
- United Nations Global Compact (UNGC)
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Women
- Core labor standards of the International Labor Organization (ILO)
- Paris climate protection agreement
- Supply Chain Sourcing Act (LkSG)

The national and other relevant laws and regulations applicable in each country in which we do business, as well as the principles contained in this Code of Conduct, must be complied with. Of all the applicable regulations, the one most suitable for achieving the purpose of protection shall always prevail. Furthermore, the implementation and monitoring of the aforementioned standards must be ensured by means of an appropriate internal procedure. Bribery, venality and other corruption are prohibited. In addition, the business partner shall comply with all professional standards relevant to its industry.

For better readability, the masculine form is used. This does not imply any discrimination against the other genders.

1. Work

1.1 Prohibition of discrimination

The business partner shall refrain from any form of discrimination. In particular, no one shall be discriminated against on the basis of age, gender, sexual orientation, pregnancy, disability, nationality, ethnic origin, skin color, religion or belief, political opinion, social background or marital status. Equal opportunity is provided in all aspects of education, personal and professional development.

1.2 Fair treatment

The business partner assures not to use slavery, forced labor or prison labor. He will ensure that there is no rough or inhumane treatment in the workplace. This includes in particular sexual harassment, corporal punishment, mental and physical coercion and verbal abuse of employees. Employees may also not be threatened with such behavior.

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1.3 Wages and working hours

The business partner shall comply with all relevant laws, regulations and industry standards regarding wages and working hours. Wages and other benefits must at least comply with legal regulations and the standards of the local manufacturing industry. They shall be clearly defined and paid or provided regularly and in full. The aim is to pay wages and other benefits that cover the cost of living where the statutory minimum wages are too low for this purpose. Deductions for benefits in kind are only permitted to a small extent and only in reasonable proportion to the value of the benefit in kind. The business partner shall pay the statutory social benefits and benefits due to employees under national law (e.g. insurance benefits, overtime pay and paid vacation). In addition, the composition of the remuneration shall be communicated to the employees regularly and in an understandable form. The obligations arising from the employment relationship shall be recorded in text form and handed over to the employee in the form of an employment contract. As a rule, the business partner shall not make any deductions for work equipment.

Employees shall not work longer than the legally permissible working hours. Statutory rest days shall be observed. In addition, employees may not be required to work regularly more than 48 hours per week and, including overtime, no more than 60 hours per week. In accordance with national law, this overtime must be paid separately or compensated by time off. Every employee has the right to at least one day off after six consecutive working days.

1.4 Freedom of association

The business partner guarantees the right to freedom of association. Employees have the right to assemble in accordance with the relevant laws and to form or join trade unions and employee representative bodies. Employees also have the right to collective bargaining to resolve workplace and wage issues and to strike.

Under no circumstances may the exercise of these rights be punished by reprisals.

1.5 Safety and health

The business partner shall provide a safe working environment. Workplaces and work facilities must comply with applicable laws and regulations. Any violation of basic human rights at the workplace and in operational facilities is prohibited. In addition, fire safety and emergency response requirements in particular must be complied with. Adolescents (youths) in particular shall not be exposed to dangerous, unsafe or unhealthy conditions that endanger their health and development. Employees shall receive regular training on workplace health and safety. Adequate cleanliness shall also be maintained in workplaces. If the business partner provides accommodation for employees, the same requirements apply accordingly.

A representative for employee health and safety is to be appointed from the management area who is responsible for the introduction of and compliance with health and safety standards in the workplace.

1.6 Disciplinary measures

Disciplinary measures must be taken within the framework of national law as well as internationally recognized human rights. Any inappropriate disciplinary measure must be refrained from, such as in particular the withholding of salary, social benefits or documents

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(e.g. identity cards) and the prohibition to leave the workplace. Furthermore, the business partner shall respect the right of termination of its employees.

1.7 Prohibition of child labor and protection of minors

The business partner shall not use child labor and shall observe regulations for the protection of minors. The minimum age of employment shall not be below the age at which compulsory education ends. In no case may employees be younger than 15 years of age (or 14 years of age if permitted by national law in accordance with ILO Convention 138). National regulations and international standards for the protection of minors must be observed. In addition, adolescents (young people) may not work at night.

1.8 Prohibition of corruption and bribery

We as well as the business partner do not tolerate any form of corruption, bribery and extortion. As a matter of principle, we separate private interests from business interests and thus avoid conflicts of interest or disadvantages for us and our contractual partners. Business relationships and contacts may therefore not be used either for our own benefit or for the benefit of others.

2. Environment

2.1 Environmental Protection Laws

The business partner shall comply with the relevant environmental protection laws and regulations.

The business partner's operations comply with the requirements of waste legislation as well as immission and water protection. All regulations concerning hazardous substances shall be complied with by the business partner. This applies in particular to the storage, handling and disposal of hazardous substances. Employees shall be instructed on the handling of hazardous materials and substances.

2.2 Resources and environmental pollution

Environmental pollution such as harmful soil contamination, water pollution, air pollution, harmful noise emission or excessive water consumption shall be avoided or at least reduced as far as this is possible with proportionate means and the livelihood of other persons shall not be restricted. Environmental and climate protection as well as the promotion of biodiversity is an ongoing task that can only be met by constantly improving the level of protection through the permanent reduction of resource consumption and waste reduction. The business partner shall make reasonable efforts to this end within the scope of its business activities and can provide documentation on this subject upon request.

3. Compliance

3.1 Subcontractors

Subcontractors used by the Business Partner for the provision of its services must comply with the standards set out in this Code of Conduct. The business partner shall inform them

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about the contents of this Code of Conduct and demand that they comply with the requirements and standards set forth herein.

3.2 Reporting Violations and Duty to Cooperate

If the business partner becomes aware of indications that point to a not insignificant violation of this Code of Conduct, it must report this immediately. The business partner is obliged to provide written information on violations upon request. The information must contain a detailed description of the violation, the persons involved and the consequences that have occurred or may occur as a result of the violation (e.g. official measures). The business partner shall cooperate in clarification measures regarding a violation. The notification shall be made with due regard for the legitimate interests of the business partner and with due regard for the rights of employees, in particular data protection and the protection of business secrets. This shall also apply to violations by subcontractors of the business partner.

Furthermore, an internal reporting system for violations of these standards shall be established; employees who make reports may not be disciplined or disadvantaged for this reason.

3.3. Audits

The business partner shall allow audits of compliance with the Code of Conduct. For this purpose, the business partner shall provide written information in response to inquiries and allow on-site inspections of its operations. The business partner shall provide the necessary insight into the relevant documentation for the purpose of the respective audit. Third parties (e.g. auditors) may also be commissioned to carry out the inspection. Upon request, the business partner shall allow subcontractors used for the performance of the service to grant it corresponding inspection rights.

3.4 Termination

In the event of a breach of obligations contained in this Code of Conduct, the business partner may be given a reasonable period of time to remedy the situation or, if this is not possible due to the nature of the breach, a warning may be issued. If the business partner allows the deadline to expire without remedial action, or if repeated violations occur, the contractual relationship may be terminated without notice. In the event of repeated or serious violations, the contractual relationship may be terminated without notice, even without setting a deadline or issuing a warning. Further rights, in particular a possible claim for damages, remain unaffected.

We agree with the Code of Conduct for Business Partners

Company

Date, Place

Signature

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