Code of Conduct for FRoSTA Business Partners

FRoSTA is committed to responsible business practices. This Code of Conduct defines the principles and requirements of FRoSTA towards its business partners:

Compliance with Regulations

The business partner commits to comply with the applicable legal requirements and international human rights. In cases of conflicting regulations, the one providing the highest level of protection and safety for employees shall be applied. The business partner shall impose the requirements of this code on its suppliers and contractors to the same extent. If the business partner is authorized to subcontract, they ensure that their subcontractors also meet the requirements of this code.

Human Rights and Social Responsibility

All business partners commit to respect the applicable legal requirements, international human rights, and the core labour standards of the International Labour Organization (ILO). The core labour standards include the following conventions:

• Convention 87 on Freedom of Association and Protection of the Right to Organize

• Convention 98 on the Right to Organize and Collective Bargaining

• Convention 29 on Forced Labour

• Convention 105 on the Abolition of Forced Labour

• Convention 100 on Equal Remuneration for Work of Equal Value

• Convention 111 on Discrimination in Employment and Occupation

• Convention 138 on Minimum Age for Admission to Employment

• Convention 182 on the Worst Forms of Child Labour

All employees are to be treated with dignity and respect. Any form of physical punishment, threats of violence, harassment, or abuse, particularly in physical, sexual, psychological, or verbal forms, is strictly prohibited. The business partner observes equal opportunities for its employees and counteracts discrimination in accordance with the applicable regulations. Discrimination based on religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion, or disability should be avoided during hiring and employment.

Prohibition of Forced and Child Labour

FRoSTA does not accept the use of child labour according to the provisions of the ILO, the United Nations conventions, and/or national regulations. All other regulations for the protection of children and young workers must also be complied with. All forms of debt bondage, forced labour, slave labour, or prison labour are unacceptable. Employees must not be forced into employment directly or indirectly through violence or compulsion.

Fair Working Conditions

The business partner respects the right of employees to associate, organize peacefully, and engage in collective bargaining in accordance with the applicable regulations. The applicable regulations and industry standards on compensation and benefits are to be followed, and employees should be adequately remunerated. The business partner pays at least the legal or industry-specific minimum wage, whichever is higher. Illegal and unauthorized wage deductions, especially in the form of disciplinary measures, are prohibited. The business partner complies with the legally required maximum working hours and compensates overtime for its employees in accordance with the applicable regulations. The business partner ensures safe and healthy working conditions.

Business Integrity

The business partner commits to comply with all applicable regulations and prohibitions regarding corruption, bribery, fraud, and extortion. In particular, the business partner shall not offer gifts, invitations, or payments with the intention of unduly influencing business relationships. The same applies to promises, grants, demands, or acceptance of such advantages. Only the granting or acceptance of legally permissible advantages to or by FRoSTA employees is permitted. The business partner is committed to respecting fair competition, particularly by adhering to the applicable competition law and other regulations governing competition.

Environment

The business partner takes responsibility for environmental protection issues and adheres to the respective applicable regulations.

Sustainability

The business partner is encouraged to make its business operations sustainable, use resources sparingly, minimize environmental impacts, and continuously improve sustainable practices. The

business partner is also obligated to contribute to the preservation of the natural diversity of animals and plants within its sphere of influence.

Animal Welfare

The business partners commit to always comply with animal welfare regulations regarding the production of eggs, milk production, the keeping of working animals, and beekeeping, to protect and promote the well-being and health of the animals. In honey production, the hygiene guidelines that include disinfection and maintenance of bee stands must always be adhered to.

Compliance with the Code

FRoSTA reserves the right to review the compliance of the business partner with this Code of Conduct. This review may be conducted by FRoSTA itself or by appointed third parties on-site at the business partner's premises, and the submission of documents confirming compliance with this code may be required. The business partner is obligated to tolerate and support these reviews. The business partner shall appoint a contact person who can provide information regarding compliance with the code. If the business partner identifies any violations of this code within their organization, their suppliers and contractors, they shall promptly report them to FRoSTA without prompting. In case of non-compliance with this code, the business partner shall promptly initiate appropriate remedial measures within a reasonable timeframe. **In the event of willful non-compliance, FRoSTA reserves the right to withdraw from the contract or terminate it, without prejudice to further claims**. With each acceptance of an order, the business partner implicitly confirms their commitment to comply with the principles and requirements of this code for all deliveries to FRoSTA.

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Name of supplier   Date/Signature/Stamp