

Code of Conduct for Suppliers

Guidelines for business partners, service providers, suppliers and their upstream suppliers (hereinafter referred to as “suppliers”) of the Südzucker Group¹ for sustainable procurement

The Südzucker Group Code of Conduct (<https://www.suedzuckergroup.com/en/company/profile/code-of-conduct/versions>) is intended to support employees in their daily work and, in particular, in critical situations by helping them act responsibly, appropriately and in compliance with the law. It provides the Südzucker Group with basic understanding, based on current legislation, of how collaboration should take place in order to be successful on the market. This Code of Conduct is binding for all managers and employees throughout the entire Südzucker Group.

The Südzucker Group’s Code of Conduct brings together applicable laws, international standards, internal regulations, obligations arising from the employment relationship, as well as the corporate policies and values of the Südzucker Group. And it constitutes an essential component for the company to present itself as a credible and reliable partner. The Südzucker Group has integrated the corresponding control mechanisms in its management systems and derives appropriate measures from them. If employees become aware of any conduct that is inconsistent with the Code of Conduct, internal guidelines of the Südzucker Group or applicable law, they may contact their supervisors, the works council or the responsible Compliance Officer within the Südzucker Group. All reports are treated confidentially, and whistleblowers who report violations in good faith are protected from any form of disadvantage and receive the necessary support.

The Südzucker Group has established a whistleblowing system that is available not only to employees but also to business partners, including you as a supplier, as well as to other third parties. Information can be submitted via various reporting channels, and anonymously if desired. Further information is available at <https://www.suedzuckergroup.com/en/investor-relations/corporate-governance/compliance>.

The Südzucker Group derives the Code of Conduct for Suppliers from its own Code of Conduct. It specifies, defines and regulates the guidelines for suppliers of the Südzucker Group in order to ensure sustainable procurement. These principles and values guide the actions of the Südzucker Group in dealing with its suppliers.

The Code of Conduct for Suppliers is an integral part of the contract. Although the Südzucker Group takes national and cultural differences and other relevant factors into account, it will not make any concessions with regard to the central requirements of this Code of Conduct for Suppliers.

As far as the Südzucker Group is concerned, this Code of Conduct for Suppliers should be enforced throughout the entire value chain. In addition, the Südzucker Group requires its suppliers to influence their suppliers and work with them to ensure compliance with and recognition of the principles of this Code of Conduct for Suppliers.

The Südzucker Group reserves the right to verify compliance with this Code of Conduct for Suppliers. Where necessary, the Südzucker Group offers its suppliers support in meeting the

requirements of this Code of Conduct for Suppliers and improving their standards. For the sake of readability, we do not consistently differentiate by gender. The selected form includes all genders.

¹This Code of Conduct for Suppliers applies to the entire Südzucker Group with the exception of the AGRANA Beteiligungs-AG. It has an own Code of Conduct that takes the contents of the Südzucker Group Code of Conduct into consideration and implements it.

Criteria for a high level of social responsibility in the value chain

General

The suppliers of the Südzucker Group commit to conducting their business in an ethical, lawful and responsible manner and to aligning their business practices with the Code of Conduct for Suppliers.

The Südzucker Group has identified six primary criteria that are crucial for a high level of social responsibility in the value chain:

1. Respect and fairness towards employees
2. Responsible environmental management and sustainability
3. Maintaining integrity in business transactions
4. Product quality and product safety
5. Protection of information
6. Transparent and accurate communication

1. Respect and fairness towards employees

Human rights and social standards

The suppliers of the Südzucker Group act responsibly and respect human rights.

The suppliers of the Südzucker Group align their business practices with the following international standards and guidelines:

- the United Nations (UN) Universal Declaration of Human Rights
- the United Nations Guiding Principles on Business and Human Rights (UNGPs)
- the Children's Rights and Business Principles (UNICEF, United Nations Global Compact)
- the Conventions and Recommendations of the International Labour Organisation (ILO) on Labour and Social Standards
- the OECD Guiding Principles for Multinational Companies
- Minamata Convention
- Basel Convention
- Stockholm Convention

Prohibition of child labour, forced labour and slavery

The suppliers of the Südzucker Group do not tolerate any form of child labour, forced or compulsory labour or any form of slavery. In accordance with ILO Conventions 138 and 182, the suppliers of the Südzucker Group define child labour as work performed by minors that has negative effects on their

mental, social or physical development and that violates children's fundamental rights to education, health, protection and participation. National regulations and international standards for the protection of minors must be observed. The minimum employment age must not be below the age at which compulsory education ends. Under no circumstances may employees be younger than 15 years of age (unless permitted by national law in accordance with ILO Convention 138).

Forced labour refers to any activity that individuals are compelled to perform against their will under the threat of punishment or any other serious harm, and for which they have not offered themselves voluntarily. The suppliers of the Südzucker Group comply with all relevant national and international laws, regulations and requirements, as well as with the applicable international standards.

The suppliers observe the prohibition of slavery as well as all other practices resembling slavery. This also includes servitude or other forms of domination or oppression in the workplace environment, for example through extreme economic or sexual exploitation or humiliation.

Remuneration

In the respective countries, suppliers of the Südzucker Group comply with applicable labour legislation. Every person has the right to fair remuneration for their work that enables an adequate standard of living. The remuneration paid to employees must comply with all applicable laws on wages and salaries, including provisions on minimum wages, overtime, statutory benefits, working hours and paid leave. Wage deductions are only permitted if they are allowed and appropriate under the law. The suppliers of the Südzucker Group pay all statutory contributions to social security or other legally mandated benefit schemes.

Health and safety at work

Health and safety at work are of the highest priority for the suppliers of the Südzucker Group. The suppliers of the Südzucker Group ensure safe and hygienic working conditions that comply with the applicable legal requirements in the areas of health and safety at work, and they continuously improve their work processes and working conditions to reduce the risk of accidents. The suppliers of the Südzucker Group ensure that their employees are aware of and comply with the applicable laws, regulations and internal company guidelines on health and safety at work. The suppliers also take measures to prevent excessive mental and physical fatigue. Regular training sessions on health and safety in the workplace are conducted. Furthermore, the work organisation of the suppliers of the Südzucker Group ensures the necessary work breaks so as not to endanger the safety and health of their employees.

Social dialogue, freedom of association and the right to collective bargaining

The suppliers of the Südzucker Group respect freedom of association and thus the right of employees to form or join local, national or international associations or organisations. The suppliers of the Südzucker Group recognise employees' right to collective bargaining and respect the rights of trade unions. Employees and their representatives must not suffer any personal or professional disadvantages as a result of exercising these rights. This also includes the right of every employee of the suppliers of the Südzucker Group to take collective action (including the right to strike) in the event of conflicts of interest. The exercise of this right may be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of national security or public order, or for the protection of the rights and freedoms of others.

Diversity and the principle of equal treatment

The suppliers of the Südzucker Group are committed to diversity and tolerance. The suppliers of the Südzucker Group do not tolerate any discriminatory or harassing conduct within their companies. They uphold a zero-tolerance policy toward any form of discrimination, for example on the basis of social, national or ethnic origin, gender, religion, age, illness or disability, sexual orientation, political conviction or other personal characteristics. Everyone has a right to fair and respectful treatment. In summary, this means:

- the respectful and fair treatment of colleagues
- adhering to the principles of equal opportunity and non-discrimination
- maintaining fair and objective interactions and fostering a relationship built on mutual trust

Work-life balance

The suppliers of the Südzucker Group strive to ensure an appropriate balance of interests for their employees. The company's business interests and the private interests of its employees should be brought into an appropriate balance. The resulting employee satisfaction and motivation make a significant contribution to the company's success.

Prohibition of the unlawful deployment of security personnel

The suppliers ensure that appropriate control and training measures are in place when deploying private security personnel, in particular to prevent torture, cruel, inhuman or degrading treatment, harm to life or physical integrity, as well as any impairment of freedom of association and collective bargaining rights.

Prohibition of unlawful evictions and land seizures

The suppliers respect prevailing land rights and refrain from any unlawful forced eviction or unlawful deprivation of land, forests or bodies of water whose use secures the livelihood of one or more persons, particularly in the context of acquisition or development.

2. Responsible environmental management and sustainability

The suppliers of the Südzucker Group align their actions throughout the entire value chain, across all business units and regions, and at every level – from management to each individual employee – with the principles of sustainability.

The suppliers of the Südzucker Group pay particular attention to minimising resource requirements at their sites and along the value chain, including energy use and emissions, water consumption and wastewater, as well as waste and potential environmental impacts. All processes and standards must meet or exceed the applicable legal requirements. We expect suppliers to comply with all applicable environmental protection laws and regulations and, in particular, to observe the prohibitions set out in the environmental conventions listed above with respect to mercury, persistent pollutants and hazardous waste.

Our suppliers respect the prohibition against impairing the natural foundations necessary for the preservation and production of food, denying any person access to safe drinking water, hindering or destroying access to sanitation facilities, or causing any harm to a person's health through detrimental soil degradation, air or water pollution, harmful noise emissions or excessive water consumption.

Land use must be compatible with nature and landscape conservation and must comply with laws governing environmental protection, property rights and land-use rights.

3. Maintaining integrity in business transactions

Competition and anti-trust legislation

The Südzucker Group expects its suppliers to conduct themselves in the market in a fair and responsible manner and to fully comply with all applicable competition and anti-trust legislation. The suppliers of the Südzucker Group do not engage in any agreements or arrangements with other companies that violate competition or anti-trust legislation or that are intended or likely to restrict or prevent competition.

Bribery and corruption

The suppliers of the Südzucker Group do not tolerate corruption or bribery. The business relationships of the suppliers of the Südzucker Group shall be based solely on objective criteria. In addition to quality, reliability and competitive pricing, this also includes adherence to environmental and social standards, as well as the principles of good corporate governance. The suppliers of the Südzucker Group undertake to ensure that gifts, invitations and donations are accepted and granted in accordance with their internal guidelines on the prevention of corruption and conflicts of interest (e.g. anti-corruption policies), which govern this area internally with respect to appropriateness, approvals, reporting channels and documentation. The suppliers of the Südzucker Group also commit to complying with the relevant country-specific anti-bribery and anti-corruption laws and regulations.

Integrity, loyalty and conflicts of interest

The Südzucker Group expects integrity and loyalty from the employees of its suppliers in the course of their employment. They act solely in the interest of their company. To avoid conflicts of interest, they always keep private, family or personal economic interests separate from the economic interests of the suppliers of the Südzucker Group. In personnel decisions or in business relationships with third parties, only objective criteria apply.

Money-laundering and trade compliance

The suppliers of the Südzucker Group do not tolerate any activities related to money-laundering. The identities of suppliers, service providers, consultants and other third parties with whom the Südzucker Group maintains business relationships are carefully verified.

The suppliers of the Südzucker Group ensure, in compliance with national and international laws, that business conducted with third parties does not violate trade regulations such as economic embargoes, import and export control requirements, or applicable provisions aimed at preventing the financing of terrorism.

Dealing with customers, suppliers and business partners

The Südzucker Group's relationships with its business partners are fair and respectful and are based on mutual trust. The Südzucker Group expects its suppliers to make the same efforts.

Protection of business assets and handling of company property

The suppliers of the Südzucker Group are expected to protect the company's business assets, including all tangible and intangible assets.

This also includes intellectual property, as well as all processes, products and designs developed by employees of the Südzucker Group that are used within the Südzucker Group.

4. Product quality and product safety

The suppliers of the Südzucker Group are aware of their responsibility as business partners of a manufacturer and provider of food, animal feed and biofuels. Accordingly, the suppliers of the Südzucker Group comply with all national, European and international regulations applicable to the food, animal feed and biofuel industries, as well as to agriculture, regarding quality, hygiene and any self-imposed product-safety requirements. This applies both to products and to work and production processes, including the associated external supply chains.

5. Protection of information

Protection of information

The suppliers of the Südzucker Group protect all corporate information of the Südzucker Group, as well as information from and about other business partners of the Südzucker Group. This information is treated confidentially by Südzucker Group suppliers. Confidential information is one of the most valuable assets. Trade and business secrets may not be disclosed to third parties or made public.

Protection of personal data and security of data processing

In the course of their daily business activities, the suppliers of the Südzucker Group process personal data. The suppliers of the Südzucker Group protect personal data in good faith, transparently, for specified purposes and strictly within the framework of the applicable legal requirements. The suppliers of the Südzucker Group implement appropriate technical and organisational measures to ensure the adequate protection of personal data. The processing of personal data is carried out in a manner that is understandable to the data subject and constitutes an essential component of conducting business with integrity.

Insider information

The suppliers of the Südzucker Group treat insider information as strictly confidential. Insider information comprises all non-public, precise information that relates directly or indirectly to an issuer, the issuance of financial instruments or the financial instruments themselves, and that would be likely, if made public, to have a significant effect on the stock or market price of those financial instruments. Suppliers of the Südzucker Group who have access to insider information are fundamentally and bindingly obligated to observe the trading ban on the Südzucker Group's financial instruments. Disclosing insider information to third parties, as well as providing recommendations to acquire or dispose of securities or other financial instruments of the Südzucker Group, is prohibited. The prohibition applies until the information ceases to constitute inside information.

6. Transparent and accurate communication

Internal and external communication

The Südzucker Group places great value on clear, fact-based and open communication with its suppliers. The suppliers of the Südzucker Group maintain a factual and courteous manner of communication, both internally and externally.

Reporting

The accounting and financial reporting of the suppliers of the Südzucker Group is carried out properly, accurately, timely and transparently, in accordance with the applicable legal requirements and standards. Furthermore, key business processes must be appropriately documented as part of an

internal control system The complete and correct recording of invoicing-related information must be assured.

Relations with authorities

The suppliers of the Südzucker Group strive to maintain an open and cooperative relationship with all competent authorities. Information is provided in a complete, accurate, prompt and comprehensible manner. The suppliers of the Südzucker Group likewise seek to maintain an open dialogue at municipal and local level in the regions where the Südzucker Group's sites are located.

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