

Supplier Code of Conduct

VOG-Group

Preamble

VOG-Group is a company specialized in the import and wholesale of food-products and consumer goods. VOG values uncompromising compliance with laws and has the highest integrity standards. It is committed to ecologically and socially responsible corporate governance. The VOG-Group and its customers expect the same behavior from direct and indirect suppliers. This Code of Conduct outlines minimum standards for suppliers and thus helps to promote an environmentally and socially conscious supply chain.

This Code of Conduct is legally binding for companies and persons who directly or indirectly provide deliveries or services to VOG.

By accepting this Code of Conduct, the Supplier confirms that the principles contained therein will be observed in all current and future agreements with VOG.

Work Conditions

Child Labor:

Our suppliers are prohibited from employing children under the age of 15 and children who are subject to compulsory education. Furthermore, the employment of children under the age of 18 is prohibited if the nature of the child's work is likely to adversely affect the child's health, safety or morals. Suppliers must implement reliable age assessment mechanisms as part of the recruitment process, but these must not be discriminatory or demeaning in any way.

Forced Labor:

Our suppliers must not employ persons in forced labor or slavery within their company or benefit from forced labor and slavery in any other form.

Forced labor is any type of work or service performed under the threat of punishment or involuntarily. The prohibition of slavery includes all forms of slavery, practices similar to slavery, servitude, human trafficking, and all forms of domination or oppression in the work environment.

Human dignity:

Our suppliers ensure that everyone is treated with respect. They do not treat anyone inhumanely or degradingly, do not cause harm to life and limb, and do not interfere with freedom of association.

Discrimination:

Our suppliers must evaluate and treat all applicants and employees without regard to nationality, ethnic origin, social origin, political opinion, sexual orientation, age, disability, health status, gender, religion or belief. Suppliers must pursue a corporate policy that does not tolerate discrimination. In particular, work of equal value must be remunerated equally.

Working conditions and wages:

Our suppliers must ensure a safe and healthy working environment. The supplier guarantees appropriate safety standards and suitable protective measures as well as sufficient training and

instruction of the employed persons. Specifications and/or regulations regarding working hours, breaks and rest periods must be observed.

The remuneration for the work performed must correspond to the national statutory minimum wage or the binding collective wage agreements. All benefits provided for by law (incl. overtime and other forms of remuneration) must be granted to the persons employed.

Freedom of assembly:

Our suppliers' employees are free to form and join trade unions. Discrimination and retaliation based on membership in such an association is strictly prohibited. The voluntary membership of employees in trade unions and the lawful activity of such unions must be respected by the suppliers.

Environment

Prohibition of harmful environmental influences:

Our suppliers commit to minimizing the environmental impact of their business activities. It is expected that the supplier will take measures to minimize harmful soil changes, noise emissions, water and air pollution and water consumption. The natural basis for the production of food must not be significantly impaired as a result. Access to safe drinking water or sanitary facilities must not be denied due to the supplier's business activities. People's health must not be damaged by the business activities.

Waste management:

Suppliers must have a system in place for the environmentally appropriate handling, collection, storage and disposal of waste subject to the Stockholm convention. Hazardous waste and other forms of waste may be imported and exported only in accordance with the requirements of the Basel convention.

Handling of mercury and persistent organic pollutants (POPs):

Parties shall ensure that mercury and mercury compounds are used in accordance with the Minamata convention and persistent organic pollutants in accordance with the Stockholm convention.

Preservation of natural resources:

Suppliers are prohibited from deprivation of legitimate rights to land, forests or waters, the use of which secures the livelihood of individuals.

In addition, the Supplier shall ensure that it respects all applicable laws and regulations and the rights of other persons.

Monitoring and enforcement:

Suppliers must have the necessary documentation available to prove compliance with this Code of Conduct. They shall grant VOG timely access to this documentation upon request.

VOG reserves the right to verify compliance with this Code of Conducts and applicable laws and regulations. For this purpose, audits and assessments, including on-site inspections, questionnaires or other audit procedures may be applied.

Any breach with this Code of Conduct has to be reported to the VOG-Group immediately For this purpose, the anonymous VOG complaint reporting system can be used or the VOG purchasing department must be contacted.

In the event of a violation, VOG reserves the right to take appropriate measures, up to and including extraordinary termination of all existing contractual relationships with the Supplier in question.

Any further rights and claims of VOG under the contract or applicable law shall remain unaffected.

Place: _____

Date: _____

Stamp/Signature