



MILEI

Supplier Code of Conduct

The management of MILEI GmbH and MILEI Protein GmbH & Co. KG, represented by the undersigned, hereby adopts the following code of conduct for its purchasing organisation.

Preamble

The business practices of MILEI GmbH and MILEI Protein GmbH & Co. KG are based around a set of values characterised by the concepts of openness, honesty, clarity, commitment and responsibility. These five core values describe the principles that guide our business activities at all times.

We are deeply convinced that only a company founded on core values can guarantee sustainable value creation as well as innovative products and application solutions for the challenges that lie ahead. For us, a commitment to these values means accepting responsibility for our customers, for our employees and for the protection of the environment.

MILEI GmbH and MILEI Protein GmbH & Co. KG are committed to ethical, lawful and socially responsible corporate governance. We also expect this behaviour from all those with whom we do business.

This Supplier Code of Conduct describes the fundamental requirements expected of our suppliers regarding compliance with laws and regulations, corruption and bribery, social and working conditions, child labour and the environment. We expect our suppliers to share this commitment and to undertake all reasonable efforts to promote compliance with the principles of this Code among their own suppliers and subcontractors.

* General note: employee/worker in the following refers to any gender form



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1 Compliance with Laws and Regulations

MILEI GmbH and MILEI Protein GmbH & Co. KG expect their suppliers to comply with all relevant national and international laws and regulations, including those set out by the International Labour Organization (ILO) and in the United Nations Universal Declaration of Human Rights, as well as industry standards and all other applicable legal provisions. Should legal provisions or other rules apply in individual countries where the supplier operates that deviate from the requirements of the Code, the stricter requirements in each case must be complied with. Suppliers who work proactively to implement the Supplier Code of Conduct will be given preferential consideration for partnership.

2 Compliance and Integrity

MILEI GmbH and MILEI Protein GmbH & Co. KG expect their suppliers to comply with all applicable laws and regulations relating to corruption, bribery, fraud and prohibited business practices.

2.1 Tackling bribery

The supplier must ensure that its employees and subcontractors do not offer, promise or grant any advantages to employees of MILEI GmbH and MILEI Protein GmbH & Co. KG that are intended to obtain a contract or other preferential treatment in connection with business activities. Invitations and gifts may only be granted to employees of MILEI GmbH and MILEI Protein GmbH & Co. KG or persons closely associated with them if they are of insignificant financial value and are in line with standard business practice.

2.2 Fair competition

MILEI GmbH and MILEI Protein GmbH & Co. KG expect their suppliers to behave fairly in competition and to observe applicable antitrust laws. An individual supplier may neither collude with competitors in violation of anti-trust law nor abuse a potentially dominant market position.

2.3 Money laundering

Suppliers may not engage in money laundering activities and must comply with relevant legal obligations aimed at the prevention of money laundering.



2.4 Intellectual property

Suppliers must ensure that business correspondence is handled in a trustworthy manner. Confidential information, any type of data requiring protection, as well as the intellectual property rights of MILEI GmbH and MILEI Protein GmbH & Co. KG must be adequately safeguarded in accordance with applicable legal requirements.

3 Social and Working Conditions

MILEI GmbH and MILEI Protein GmbH & Co. KG expect their suppliers to recognise and commit to upholding the fundamental rights of their workers and to treat workers with dignity and respect, as understood by the international community. Suppliers must in particular comply with the following provisions:

3.1 Free choice of employment

Any employment is undertaken entirely by choice. Forced labour, forced prison labour, forced labour conscription and human trafficking are strictly prohibited.

3.2 No child labour

The use of child labour is strictly prohibited under the provisions of the ILO, the United Nations Convention and/or national laws. Of these various statutes, the one that imposes the most stringent requirements is to be applied.

3.3 Remuneration and benefits

All applicable laws, regulations and industry standards on remuneration and benefits must be complied with. Deductions from benefits as a disciplinary measure are not permitted. Similarly, deductions of benefits not provided for by national law are inadmissible without the express consent of the employee concerned.

3.4 Working hours

All applicable laws, regulations and industry standards on working hours must be complied with. Any overtime must be undertaken by choice.

3.5 No discrimination

Suppliers must comply with all applicable laws prohibiting discrimination in hiring and employment on the basis of race, colour, nationality, disability, physical condition, sexual orientation, health status,



political affiliation, gender, age, appearance or membership of associations, potential parenthood or any other characteristic protected by law.

3.6 Freedom of association and right to collective bargaining

Suppliers must recognise the right to freedom of association and collective bargaining to the fullest extent permitted by law.

3.7 Health and safety

Suppliers must provide safe and healthy workplaces for their workers in compliance with all applicable laws, regulations and industry standards. Harassment in the workplace must not be tolerated. Suppliers must comply with all applicable health and safety regulations.

3.8 Working conditions

Suppliers must provide their workers with appropriate working facilities. Access to drinking water and sanitation must be ensured as a minimum, and care must be taken to ensure fire safety, access to emergency medical care as well as adequate lighting and ventilation.

4 Ecological Sustainability

MILEI GmbH and MILEI Protein GmbH & Co. KG expect their suppliers to comply with all applicable laws and regulations, as well as internationally recognised standards relating to environmental protection. Suppliers must undertake appropriate measures - including with regard to their entire supply chain - to ensure that

- Their activities do not have any negative impact on forests, peatlands and other protected areas.
- Soil quality is preserved and their impact on it is limited to the greatest extent possible.
- Biodiversity is preserved.
- Adequate consideration is given to the protection of animals and respect for animal welfare.
- Their greenhouse gas emissions are kept to a minimum in accordance with the Paris Agreement (December 2015).
- The environmental impact of packaging is reduced to the maximum extent possible.



4.1 Environmental permits

Suppliers must ensure that all necessary environmental permits and approvals are obtained, kept up to date and observed in order to comply with the law at all times.

4.2 Use of resources, pollution avoidance and waste minimisation.

Suppliers are committed to optimising the use of natural resources, including energy and water. Robust measures must be taken to avoid pollution and minimise the generation of waste, waste water and air emissions. Waste water and waste must be appropriately designated and treated prior to discharge or disposal in accordance with relevant laws and regulations.

4.3 Hazardous materials and product safety

Suppliers undertake to clearly label hazardous materials, chemicals and other substances and to ensure their safe handling, movement, storage, recycling, reuse and disposal. All applicable laws and regulations regarding hazardous materials, chemicals and substances must be strictly observed. Restrictions on materials and requirements regarding product safety stipulated by prevailing laws and regulations must be complied with under all circumstances.

5 Audit

MILEI GmbH and MILEI Protein GmbH & Co. KG reserve the right to verify compliance with the principles stated in this Supplier Code of Conduct by way of audits. Advance notice of any such audits will be given.

6 Continuous Improvement

Suppliers who meet our core principles of responsible sourcing will join us on a journey of continuous improvement. All action plans and concrete improvement measures will be developed in close consultation with us.

The improvement measures and recommendations do not represent any form of legal advice and do not release suppliers from their obligation to seek advice from their own lawyers. Furthermore, our improvement measures and recommendations do not preclude our suppliers from taking measures that go beyond them.



7 Reporting Violations

Should the principles of this Supplier Code of Conduct be violated, information may be passed on to our Compliance Officer or by using our electronic whistleblowing system. Contact details and information on company reporting system can be found on our website at www.milei.de/compliance.

Final provisions

This Supplier Code of Conduct will come into effect as of 1 March 2023.

MILEI GmbH and MILEI Protein GmbH & Co. KG will review this Code on a regular basis and make any amendments that are deemed necessary and appropriate. Significant changes will always be communicated to Suppliers. The latest version of the Code can be found on our website at www.milei.de/lieferantenkodex.

Leutkirch, 1 March 2023

Managing Directors


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