



ORIOR Code of Conduct for Suppliers

V2024

Summary

This Code of Conduct for Suppliers sets out the minimum standards established by the ORIOR Group for its supply chain, in the interests of upholding ethical, environmental and social standards. The ORIOR Group is cognisant of its responsibility along the entire value chain and promotes sustainability, fair working conditions and compliance with human rights. It also strives for transparency, cooperation and continuous improvement.

The main areas covered by the Code are:

- Ethical business conduct: cooperation, prevention of corruption and integrity
- Human and workers’ rights: prohibition on child or forced labour and promotion of equal opportunities and of health and safety in the workplace
- Climate and the environment: conservation of resources, CO₂ reduction and protection of biodiversity
- Governance: enforcement of the standards across the whole of the supply chain and implementation of due diligence

ORIOR expects its suppliers to actively implement these standards, to ensure that they are enforced across their own supply chains and to be transparent in their business practices. The objective is that working in partnership will enable improvements to be made that will bring long-term benefits for all involved.

By following these principles, we will together make the supply chain stronger and more sustainable and help make value creation fair and responsible.

Signature

By signing this Code of Conduct for Suppliers, the signatory company confirms that it has read and understood the principles it contains and undertakes to abide by these principles and enforce them within its own value chain.

.....
Name of company

.....
Name of signatory

.....
Place, date

.....
Signature

ORIOR Code of Conduct for Suppliers (v2024)

1. Introduction

a. Principles and scope

This Code of Conduct for Suppliers establishes the ORIOR Group's minimum standards and expectations of all suppliers with which it does business, whether they provide ORIOR with services or supply it with merchandise or other goods. They are referred to throughout as "suppliers".

Our actions are based on fundamental corporate values, open communication, ethical and respectful conduct and the promotion of responsibility at all stages in the supply chain. As a food and beverage group operating internationally, ORIOR strives to ensure that its business processes and those of its suppliers meet high ethical, environmental and social standards.

This Code of Conduct for Suppliers establishes the principles underlying partnerships and promotes sustainable development, fair working conditions, responsible use of resources and compliance with applicable laws. ORIOR expects its suppliers to abide by these principles and to strive for continuous improvement. Direct suppliers are also expected to pass these requirements on to their upstream business partners, thus making a positive contribution to social and environmental standards across the entire value chain.

The objective is the shared creation of value through long-term, transparent and responsible relationships, to the benefit of all.

b. Principles and guidelines

The principles laid down here represent minimum standards for our business relationships which apply on top of all applicable local laws and regulations. Suppliers are obliged to comply with all relevant legislation in the countries in which they operate, including all employment and environmental laws.

This Code of Conduct for Suppliers is based on the following non-exhaustive list of items of legislation, with which business partners must comply to the extent applicable to them:

- Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)
- EU Regulation on Deforestation-free Products (EUDR)
- EU Corporate Sustainability Due Diligence Directive (CSDDD)

This Code of Conduct for Suppliers also draws on the following international guidelines and principles, which business partners must seek to implement in full:

- The core labour standards of the ILO
- UN Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination Against Women
- Paris Agreement
- Amfori BSCI Code of Conduct
- Other international agreements that may be applicable to and relevant for suppliers in certain context (such as the Cartagena Protocol or the Basel Accord).

2. Ethical business conduct

a. Open communication and cooperation

The ORIOR Group expects its suppliers to communicate with it and with relevant stakeholders in a spirit of openness, transparency and honesty. They should foster constructive dialogue founded on mutual respect and trust. Suppliers are expected to document and disclose all information and data of relevance for the cooperation. The information and data provided may, for example, be relevant for ORIOR in its supply chain-related sustainability reporting. The information provided must be true, accurate and compliant with the applicable legal requirements.

b. Conflicts of interest

Suppliers undertake to avoid potential conflicts of interest that go beyond customary business tensions and that could threaten the trust that third parties place in ORIOR or the credibility of the supplier in question. These include in particular conflicts of interest arising from unfair practices, misuse of confidential information or unethical conduct. If any circumstances arise that could give rise to a conflict of interest or create the appearance of such, suppliers undertake to immediately and transparently inform ORIOR of this.

c. Competition, corruption and financial crime

Anti-competitive business activities, such as participation in cartels, price fixing, and unauthorised mergers and acquisitions, are prohibited. Suppliers undertake to conduct their business in an ethical manner and free from corruption. All forms of extortion, breach of trust, embezzlement and money laundering are prohibited in the strictest terms and must not be perpetrated or tolerated. In their dealings with business partners and public authorities, suppliers must never offer or accept bribes or any other improper payments. Suppliers are further prohibited from giving any gifts or other personal benefits to employees of the ORIOR Group that could be interpreted as bribery.

3. Human and workers' rights

a. Child labour

ORIOR's suppliers undertake without exception to uphold the rights of children and to refrain from all forms of child labour. This includes abiding by recognised international standards, such as those laid down in the conventions of the International Labour Organization (ILO). It must be ensured that no children are engaged in any work that might endanger their safety, harm their educational prospects or pose a threat to their health or development. Suppliers must take suitable precautions to ensure safe working conditions for any children who are working legally. Suppliers further undertake to implement measures to ensure that their own supply chains are free from child labour. Suppliers must immediately report any suspicions of child labour to the ORIOR Group (nachhaltigkeit@orior.ch/sustainability@orior.ch).

b. Forced labour and slavery

Suppliers undertake to strictly prevent all forms of forced labour, slavery and human trafficking. All employees must have the unrestricted right to freely choose and terminate their employment, and all work must be entered into voluntarily. Suppliers must ensure that no forced labour or slavery takes place in their own operations or in their supply chains and must take suitable measures to ensure that the rights of all workers are upheld and that those workers are treated humanely.

c. Freedom of association, collective bargaining and right to strike

Suppliers undertake to respect their workers' rights of freedom of association and collective bargaining without restriction. Workers must have the right to hold meetings in accordance with the applicable laws, to establish or join trade unions, and to conduct collective bargaining. The exercise of these rights must not be

impeded by the threat of retaliation, and employees exercising their right to collective bargaining must not face de facto disadvantages. That includes in particular the right to take strike action.

d. Health and safety in the workplace

Suppliers undertake to protect the health and safety of their workers in the workplace and to ensure a humane working environment that safeguards and promotes employee wellbeing. All workplaces must conform to the applicable statutory requirements and international standards. All necessary measures to avoid accidents and work-related health risks must be implemented and embedded within the organisation as applicable. These include regular safety checks, training and suitable safety equipment. If a supplier provides its workers with accommodation, this must be appropriate and fit for human habitation. The workplace must also have access to adequate food, suitable clothing, clean water and sanitation.

e. Working hours, pay and other benefits

Suppliers undertake to comply with the applicable laws and international standards on working hours, pay and other benefits. ORIOR also expects suppliers to meet the BSCI's requirements on working hours, breaks and time off, and to pay workers promptly and appropriately.

f. Prohibition of torture and cruel, inhumane or humiliating treatment

Suppliers undertake to ensure that the working environment is characterised by respect, dignity and security. They must strictly prohibit all forms of abuse, harassment, violence, torture, and cruel, inhumane or humiliating treatment, in the interests of upholding the right to life and security. This includes physical, psychological, sexual and verbal attacks, discrimination, intimidation and all other forms of mistreatment. Suppliers must have suitable measures in place to detect such offences at an early stage, to prevent them and to sanction them appropriately. All workers have an unrestricted right to a workplace that respects their physical and mental integrity. Suppliers also undertake to pass these requirements on to their own supply chain.

g. Freedom from discrimination and equality

Suppliers must respect every individual's unrestricted right to freedom of thought, conscience and religion. This includes the freedom to choose or change their religion or world view, and to exercise this without discrimination or compulsion.

Suppliers are also required to prohibit unequal treatment of any kind in their employment and to ensure equal opportunities for all. Employees must be paid and treated equally for equal work, regardless of their gender, age, origin, religion, sexual orientation, political beliefs or other protected characteristics. Furthermore, all forms of workplace discrimination, including in recruitment, promotion, remuneration and working conditions, are prohibited. All employees must be treated fairly and respectfully so as to create an inclusive working environment that is free from discrimination and where opportunities are equal.

h. Disciplinary proceedings

Suppliers undertake to conduct all worker disciplinary proceedings fairly, transparently, proportionately and in accordance with the law. Inappropriate forms of discipline, including in particular any action involving physical punishment, psychological or physical duress, intimidation, verbal abuse, withholding of pay, social security benefits or documents, or restrictions on leaving the workplace, are strictly prohibited.

i. Human rights relating to land and the environment

Suppliers must not unlawfully acquire, develop or exploit areas of land, forest or water. In particular, there must be no forced expropriation or expulsion of people living there, and the rights of indigenous groups must be respected.

Suppliers are expected to refrain from all activities that would cause measurable environmental harm, could jeopardise human rights or would endanger the livelihoods of people living in such areas. This could include adverse changes to soil, water or air pollution, harmful emissions, excessive water consumption,

deforestation and other impacts on natural resources that: (a) impair the natural basis for the production and preservation of food; b) deprive someone of access to safe, clean drinking water; c) impede or remove someone's access to sanitation; d) threaten someone's health, safety, normal use of their property or land, or normal exercise of their economic activities; or e) threaten environmental integrity.

4. Climate and environmental protection

a. Efficient use of natural resources

The ORIOR Group seeks to constantly improve its environmental footprint by conserving resources, both internally and in its upstream and downstream value chains. Suppliers should take suitable measures to ensure that natural resources are used sparingly, efficiently, responsibly and sustainably in their own operations and their upstream supply chain.

b. Climate protection

ORIOR urges all suppliers to constantly work to reduce their greenhouse gas emissions in accordance with the 1.5 °C scenario under the Paris Agreement and pursue the long-term objective of net-zero emissions. If this is not yet the case, ORIOR expects its suppliers as a minimum to have a CO₂ reduction strategy and targeted measures systematically integrated into its business practices. On request, suppliers will provide ORIOR with the information and data they have on their CO₂ reductions or present their progress towards climate-friendly, emission-neutral business operations.

c. Use of water and wastewater

The ORIOR Group expects its suppliers to keep their water consumption as low as possible and to adopt measures to constantly reduce the volume of wastewater they produce and to prevent water contamination. Particularly in regions with water shortages, whether at a supplier's place of business or at the place of origin of the raw materials used, suppliers are expected to protect water as a resource to the best of their ability. On request, relevant information and data must be supplied and suitable measures taken.

d. Waste and pollution

Suppliers should play an active role in reducing waste – particularly food waste – and implement measures to avoid soil, air and water pollution. Suppliers must ensure that all activities connected with the operation of ships and waste disposal conform to international standards, in order to effectively prevent and minimise pollution of seas and coastal areas.

e. Biodiversity and land use

The ORIOR Group expects its suppliers to protect biodiversity and ensure that the use of land is sustainable. Suppliers are required to take steps to minimise or avoid any negative impacts of their activities on biodiversity and to implement measures to promote biodiversity. This includes avoiding deforestation, harmful changes in land use and other practices that could endanger ecosystems. Suppliers also undertake to avoid or minimise negative impacts on wetlands. Suppliers are prohibited from trading in any endangered wild animals or plants listed in CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora). ORIOR suppliers should also encourage other suppliers within their own supply chains to take similar measures.

f. Deforestation and deforestation-free materials

ORIOR expects its suppliers' procurement practices not to contribute to deforestation or the destruction or conversion of woodlands. This includes in particular responsible procurement within the meaning of the EUDR, with which suppliers are required to comply where they fall under its scope. As a company subject to the EUDR, the ORIOR Group reserves the right to demand evidence in this regard from its suppliers. ORIOR would welcome suppliers implementing proactive measures to avoid deforestation and the destruction of

woodlands in all their business activities and throughout their entire supply chain and supporting sustainable land use practices to promote the preservation of woodlands.

g. Sustainable packaging

Suppliers should strive to promote and use sustainable packaging solutions. These minimise packaging materials to conserve resources and use environmentally friendly, recyclable or biodegradable materials. Suppliers must also ensure that their packaging practices comply with the legislation applicable to them, such as the EU Packaging and Packaging Waste Directive.

h. Animal protection and welfare

Suppliers undertake to abide by fundamental animal welfare requirements in all their business activities. This includes complying with all applicable animal welfare laws and ensuring that animals are kept, fed, treated and transported humanely. Suppliers are also urged to comply with animal welfare laws and standards such as the European Convention for the Protection of Animals for Slaughter, the European Convention for the Protection of Animals during International Transport and the European Convention for the Protection of Animals Kept for Farming Purposes, or the Swiss Animal Welfare Act where applicable.

5. Governance and management systems

a. Enforcement of these principles across the supply chain

By agreeing to this Code of Conduct for Suppliers, suppliers undertake to communicate and implement this Code throughout their own supply chain. This includes responsibility for taking all relevant measures to ensure compliance with the standards throughout the entire supply chain and to prevent breaches.

b. Management system for due diligence duties

ORIOR encourages its suppliers to establish their own management system for the analysis, monitoring, prevention and rectification of material risks. Suppliers should implement the due diligence duties in relation to human rights and the environment in accordance with the applicable laws, the scale of their business and the risks that are relevant in their specific context. Suppliers declare themselves willing to provide ORIOR with the necessary information in this respect on request.

c. Right of audit

ORIOR reserves the right to verify compliance with the principles laid down in the Code of Conduct for Suppliers by means of audits or assessments and to assess and ensure that the contractually agreed standards are met. Suppliers undertake to transparently and truthfully make all relevant information available upon request. After receiving due notice, they must also grant the ORIOR Group or a third party appointed by it access to their premises so that it can carry out on-site inspections.

d. Reporting breaches and remedial action

This Code of Conduct for Suppliers is binding for all ORIOR Group suppliers. Suppliers must take suitable steps to prevent or remedy breaches or to minimise their impact. Any knowledge of incidents or actions breaching the Code of Conduct for Suppliers or of statutory requirements must be reported immediately. Suppliers also undertake to immediately report any suspicions of child labour to the ORIOR Group (nachhaltigkeit@orior.ch/sustainability@orior.ch).

In the event of a breach of this Code, the ORIOR Group will work with the suppliers in question to agree a remedial action plan aimed at minimising and putting a stop to actual negative impacts. ORIOR reserves the right to suspend or terminate the business relationship in the event of serious breaches, persistent non-compliance or repeated denial of negative impacts; this should be seen as a last resort once all other avenues have been exhausted.



Suppliers have the option of using the anonymous [Speakup tool](#) to submit complaints – including complaints about the ORIOR Group. All information submitted will be treated in confidence, and the anonymity of the person filing the report will be protected on request. It will be ensured that any person making a report in good faith need not fear any repercussions. This excludes cases where the person filing the report has themselves committed a breach, whereby such breaches will be judged based on their severity and taking into account that the person has voluntarily come forward. The ORIOR Group undertakes to investigate reports diligently and take suitable measures to rectify abuses.