



Code of Conduct of RONDO FOOD GmbH & Co. KG

Introduction

RONDO FOOD GmbH & Co. KG is committed to ethical and responsible behaviour in all areas of the company. Our Code of Conduct serves as a guideline for employees, suppliers and business partners and ensures that we act in accordance with legal requirements, international standards and social and ecological principles.

Core values and business ethics

Our company stands for integrity, fairness, transparency and sustainability. We maintain long-term and trusting relationships with customers, suppliers and employees based on reliability and mutual respect.

Human rights and working conditions

We are committed to respecting international human rights, in particular the core labour standards of the International Labour Organization (ILO):

Child labour:

All forms of child labour are prohibited. We comply with ILO conventions 138 and 182.

Forced labour:

Forced and compulsory labour of any kind is not tolerated.

Discrimination:

Any form of discrimination based on gender, origin, religion or other characteristics is prohibited.

Freedom of association:

The right to freedom of association and collective bargaining is respected.

Working hours and remuneration:

Legal requirements regarding working hours and minimum wages are complied with.

International standards and guidelines

To ensure comprehensive protection of human rights and working conditions, we also comply with the following international standards:

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights (UNGPs)
- International labour standards of the ILO (ILO Conventions)
- ETI Base Code (Ethical Trading Initiative)



Environmental, health and safety standards

RONDO FOOD minimises environmental impact through sustainable business practices.

This includes

- Conserving resources and reducing emissions.
- Ensuring occupational health and safety measures.
- Regular safety inspections and hazard analyses.

Ethics and compliance

- **Anti-corruption:** Bribery and corruption in any form are prohibited.
- **Data protection:** The protection of personal data has the highest priority.
- **Confidentiality:** Business secrets and sensitive company information are protected.

Responsibility and implementation

A compliance manager is appointed to ensure compliance with the Code.

Regular training and communication within the company and the supply chain.

Ongoing review and adaptation to legal and regulatory changes (e.g. SMETA updates).

Scope and consequences

This Code applies to all employees, suppliers and business partners of RONDO FOOD. Violations of the Code of Conduct may result in disciplinary action, up to and including the termination of business relationships.

Publication

This Code of Conduct is publicly available on our company website and is updated regularly.

Signature Management