



SUPPLIER CODE OF CONDUCT



Dear valued Partner,

We are convinced that holistic, sustainable thinking and acting are an integral part of our entrepreneurial responsibility and the prerequisite of value creating growth.

In respect to botanicals, roots stand for durability and longevity. As a leading group of companies for products and services related to botanicals we see our roots in our values. They derive from a traditional, familiar environment and we, as a meanwhile worldwide operating family business in its fourth generation, still gain our strength from them.

We treat nature and its resources responsibly. We give back to society and want to be respectful, fair and reliable with each other and with our business partners.

We expect our business partners to act according to these criteria as well. Our Supplier Code of Conduct represents the basis for all cooperation with the affiliated companies of the nature network®. It defines the non-negotiable minimum requirements on social, environmental, ethical and human rights obligations and challenges that are to be met by all our suppliers.

We request adherence to these criteria throughout the entire supply chain. Therefore, suppliers shall require their employees, agents and sub-suppliers to also meet the standards established in this Code of Conduct also meet those standards.

We reserve ourselves the right to reasonably adjust these requirements. In such an event we expect that the adapted version is the one to be complied with.

We recognize that reaching these standards is a continuous process and that it requires steady improvements, especially for raw material partners. At the same time a violation of this Code of Conduct may be a reason for us to terminate the business relationship including any subordinate agreements.

Thank you very much for your cooperation!

Adolf Wedel
Managing Partner

Anne Wedel-Klein
Group Sustainability



Our Supplier Code of Conduct is based on the following principles:

- **International Bill of Human Rights**
- **UN Convention on the Rights of the Child**
- **OECD Guidelines for Multinational Enterprises**
- **International Labour Organization (ILO) Conventions**

You declare hereby to comply with the following criteria:

Respect for the Basic Human Rights of Employees

- to respect the personal dignity, privacy and rights of each individual;
- to promote equal opportunities for and treatment of your employees irrespective of skin color, race, nationality, gender or age, social background, disabilities, sexual orientation, political or religious conviction;
- to prohibit unacceptable treatment or behavior of employees such as mental cruelty or discrimination including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours stipulated in the applicable laws;
- to refuse to employ or make anyone work against his will;
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Environmental Protection

- to handle natural resources with care and make continuous improvements in environmental protection;
- to act in accordance with the applicable statutory and international standards regarding environmental protection.

Prohibition of Child Labour


- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14;
- to prohibit work that is likely to harm the health, safety or morals of children, ILO Convention 182.

Health and Safety of Employees

- to take responsibility for the health and safety of your employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to ensure, e.g. by appropriate training, that your employees are educated in health and safety issues.

Legal Compliance and Prohibition of Corruption and Bribery

- to comply with the laws of the applicable legal system(s);
- to tolerate no form of, and not to engage in any form of, corruption or bribery, including any payment or other form of benefit conferred on any government official or influential person for the purpose of affecting decision making in violation of law.



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