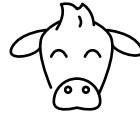
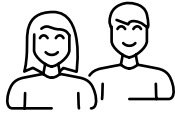




OUR VALUES

EMBRACING SOCIAL RESPONSIBILITY AND ETHICS



Bayernland eG is a Bavarian dairy cooperative headquartered in Nuremberg. In partnership with our subsidiaries we produce an extensive range of dairy products and serve customers all over the world. Quality, reliability, and integrity are our key values which have earned us the trust of our partners.

The values we embrace

Our social and ecological responsibility to protect human rights

Our corporate culture is defined by a sense of responsibility, trust, and the fair treatment of humans and the environment. We believe in a sustainable value chain for our products and make every effort to abide by the social core values and code of ethics governing our supply chains. We respect the internationally recognized human rights in accordance with the United Nations (UN) Universal Declaration of Human Rights and the conventions and recommendations of the International Labor Organization (ILO) on labor and social standards. We are particularly opposed to any kind of forced labor or child labor, without exception, and have expressly committed to banning modern-day slavery or human trafficking.

Responsibility towards our employees

Fair working conditions as set out in national and European social legislation, the applicable industrial and social standards and the collective agreements in force in our industry and our company agreements are a cornerstone of our employee protection policy.

We believe in respecting the personal dignity, privacy, and personal rights of each individual. No one should be disadvantaged or favored because of their ethnic or national origin, skin color, gender, religion, political affiliation or ideology, disability, age, or sexual orientation. In particular, we endeavor to protect our employees from any kind of intimidation, humiliation, bullying, or harassment.

To protect the health of our employees and prevent accidents at the workplace as well as work-related illnesses in all areas, we make every effort to implement the relevant laws, regulations, and internal guidelines on building, plant, and occupational safety both within our companies and our general working environment. We believe in our designing work stations and workflows in such a way as to protect our employees from every conceivable health hazard. To safeguard the well-being of our young staff members, we make a special point of observing the international standards for the protection of minors.

We believe in upholding the laws and collective agreements governing remuneration and are paying adequate wages to our employees, in any case no less than the statutory minimum wage prescribed for our industry.

We respect our employees' right to freedom of association, to join trade unions, or to join works councils. We would never restrict our employees' freedom to organize and participate in employee representative bodies or to hinder them from any associated activities. We strongly believe in maintaining trusting and constructive work relations with our works councils.

We feel responsible for preserving the foundations of life for people and animals

We never rest on our laurels when it comes to further reducing environmental pollution and resource consumption while improving the carbon footprint of our company (CCF: corporate carbon footprint) and our products. We produce an annual compilation of our corporate carbon footprint in accordance with the Greenhouse Gas Protocol as part of our sustainable business strategy.

We endeavor to reduce the use and consumption of resources including water and waste water during production and to avoid environmental pollution of any kind. If necessary, we will even take the step of modifying our production and maintenance processes or other procedures within the company.

As part of our DIN ISO 50001-certified energy management system, we have set ourselves clear objectives for reducing energy consumption. At our plants, waste water from operational procedures and production processes is treated before being discharged and disposed of correctly, and we have introduced measures to save fresh water while optimizing in-house water cycles. Any waste generated is handled professionally, carefully disposed of, and recycled. To actually reduce waste, we are constantly working on designing more efficient packaging.

We believe in the responsible handling of hazardous substances. Chemicals or other materials that pose a risk if released into the environment are identified and handled in such a way as to ensure environmental safety while handling and disposing of these substances.

We also require our suppliers to protect the environment for the benefit of humans as required by the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). Harmful soil changes, water and air pollution, noise emissions and excessive water consumption must be avoided if harmful to human health, significantly detrimental to the natural basis for food production, or a hindrance to accessing safe drinking water or sanitary facilities. In our book, it is a crime to take away land, forests or bodies of water securing people's livelihoods in violation of their legitimate rights. We call for the implementation of regulations to prevent unlawful environmental impacts, in particular the Basel Convention on the Handling of Hazardous Substances and Wastes, the Minamata Convention on Minimizing the Release of Mercury and the Stockholm Convention with a focus on eliminating or reducing the release of persistent organic pollutants (POPs).

We believe in protecting the health and welfare of animals. The milk processed for our dairy products originates from cows kept in compliance with the legal requirements for animal welfare and cared for and fed appropriately according to their species and needs. The animals' feed is exclusively GMO-free and the farms are VLOG-certified, unless they are already listed among our organic milk suppliers. Each of our cooperative dairy farms is also certified according to the QM standard.

Free and fair competition

Our actions and decisions are based on the applicable laws of the German and European legal systems and the legal systems of the countries in which we sell our products.

We apply high standards of integrity to all our business activities. We will not tolerate corruption, extortion, embezzlement, bribery or the unlawful acceptance of benefits in our company or business relationships. We generally prohibit our employees from requesting or accepting unlawful benefits or other advantages in connection with business activities. We do not permit the giving or accepting of gifts, favors, entertainment or other benefits unless these remain within the generally accepted range of business practices and do not influence a business or official decision.

We strongly believe in complying with standards of fair business conduct and fair competition, in particular the applicable antitrust laws. We will not tolerate any undertakings or other concerted practices with competitors, suppliers, customers and our employees likely to unlawfully limit, distort or prevent competition.

Quality of our products

The quality of our products is our number-one priority. As part of our quality policy, we believe in the strictest adherence to high quality and safety standards and the food laws and regulations. Our primary quality objective is to maintain food safety and product quality. That is why we believe in implementing a strong food safety culture, strict guidelines governing our quality policy, and standard operating procedures for our quality management.

Confidentiality, data protection and protection of intellectual property

We take care in protecting confidential information and personal data in accordance with all relevant laws on data privacy protection and information security. Business secrets that have come to the knowledge of our employees in the course of their work will be treated with the strictest confidentiality. We also believe that technology and know-how should be transferred in such a way as to securely protect intellectual property rights against third-party access.

Ethical business conduct of our suppliers

Cooperation with our business partners is governed by our principles and policies. The Bayernland Code of Conduct contains our requirements applicable to our suppliers. In particular, we expect our business partners to commit themselves to respecting human rights, to establishing appropriate due diligence processes, and to passing on these expectations to their own suppliers.

Whistleblowing system and policy statement

We have set up a whistleblowing system and an LkSG complaints channel in our company for employees and third parties who wish to report a violation or who may be affected by the negative consequences of a violation. Details on our whistleblowing and complaints procedure are available on our homepage (www.bayernland.de) under the Whistleblowing system link to ensure confidentiality while keeping whistleblowers' identity safe and effectively protecting them against discrimination.

We make sure that human rights and environmental risks are identified within our supply chain. To this end, we have implemented software-supported risk analysis in our risk management system based on which we review our suppliers. We have outlined our approach to safeguarding human rights in our supply chains and implementing the LkSG in our policy statement, which can be found on our homepage (www.bayernland.de) under the Company / Our Values link.



Nuremberg, May 2024

Bayernland eG