



## Corporate Social Responsibility Codex

Established in 1952, Gebr. Jancke GmbH produces semi-finished products for the food particularly the confectionary industry.

We always understood our business activities also as a responsibility towards society. As a family-owned corporation, we feel a strong urge to behave ethically correct, value-oriented and respectfully towards our employees, customers, suppliers and competitors.

We feel obligated to produce our products sustainably and environmentally friendly with state-of-the-art technology.

The following Corporate Social Responsibility Codex is based on the regulations of the International Trading Initiative, the International Labour Organization (ILO), The UN Global Compact as well as the OECD guidelines for multinational companies. The newly formed Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) requires companies to conduct appropriate human rights and certain environmental due diligence in their supply chains by law.

We expect all participants in our supply chain to comply with these regulations/laws and guidelines.

### 1. Compliance of laws and regulations / Human rights:

The government as well as society provide the frame for our internal and external corporate behaviour. Gebr. Jancke GmbH commits itself to comply with all applicable laws and regulations, especially in terms of labour, employment, discrimination, health, safety and environment. Every business relationship is subject to national regulations and laws of the Federal Republic of Germany and the EU. We also recognize and abide by the United Nations International Human Rights Conventions (UN Global Compact), the OECD Guidelines for Multinational Enterprises and the ILO Core Labor Standards.

### 2. Prohibition of discrimination / Human dignity:

We respect human dignity as an elementary prerequisite of human coexistence and do not tolerate any kind of internal or external discrimination along our supply chain based on:

- Gender
- Religion
- Social origin, Caste
- Ethnic origin
- Marital Status, Sexual orientation
- Diseases / Infections
- Age
- Race
- Disability
- Nationality
- Political affiliation
- Union membership

### 3. Behaviour towards employees:

We value our employees as most significant element for corporate success. The consistent and documented support and training of their individual skills is a fundamental principal of our philosophy. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.



**4. Wages and Salaries:**

We guarantee a lawful and appropriate payment of our staff based on German industrial standards as well as the collective agreement of the German Federation of Sweets (Bundesverbandes der Deutschen Süßwarenindustrie). Deductions from wages as a disciplinary measure shall not be permitted

**5. Working hours:**

Working hours must comply with national laws, collective agreements, and the provisions of, whichever affords the greater protection for workers. Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week. All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay. The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause. Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.

**6. Safety and hygiene at work:**

As an industrial food enterprise safety and hygiene at work is a crucial criterion at Gebr. Jancke. We take responsibility for health and safety of our employees very serious. To ensure continuous safety and hygiene at all workstations we have documented rules and guidelines, regularly controlled and mutually revised if necessary.

We commit ourselves to conduct regular workstation safety assessments and will eliminate possible deficits promptly. Our employees are continuously lectured on all aspects of work safety and hygiene.

**7. Prohibition of child / forced labour:**

We do not tolerate any kind of human exploitation or forced labour under any circumstances. We ensure not to carry out child labour (< 14 years) and will not knowingly tolerate it along our supply chain. There is no forced, bonded or involuntary prison labour. Children and young persons under 18 shall not be employed at night or in hazardous conditions.

**8. Behaviour towards business partners / competitors:**

We are committed to an honest, fair and ethically correct behaviour towards our business partners as well as competitors. We strictly condemn any kind of bribery and corruption as well as impure competition.

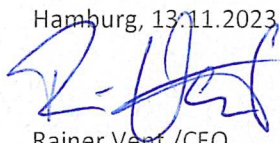
**9. Sustainable and environmental behaviour:**

To produce economically and sustainably at the same time is a fundamental concern of our corporation. We continuously investigate measures to decrease CO<sub>2</sub>-emissions and invest into technology to reduce consumption of energy (Energy Management Systems), waste as well as natural resources. Our demand of energy is being covered by certified renewable electricity as well as CO<sub>2</sub> compensated gas.

**10. Complaints (Grievance Mechanism, Whistle Blowing):**

A grievance mechanism is in place to allow individuals, workers, communities and/or civil society (including whistleblowers) to raise their complaints of being negatively impacted by certain business activities and/or operations of any kind (including technical, social or economic). The grievance mechanism shall be designed in accordance with the UN Guiding Principles on Business and Human Rights. There must also be the possibility for anonymous complaints. A decision-making, impartial, gender-sensitive complaints committee is installed within the company, which processes and records complaints. This always includes employee representatives.

Hamburg, 13.11.2023



Rainer Vent /CEO



Sebastian Jancke / CEO