



CODE OF CONDUCT

We as LACTOPROT Deutschland GmbH hereby confirm the compliance with the following as a minimum standard for our company and our business relationships:

Child labor: We do not employ children. With regard to the minimum age for employment, we adhere to the definition of ILO Convention 138. That means employment is prohibited before the end of compulsory schooling and at least under the age of 15 years. School children can do an internship with us voluntarily. In this case the national law and regulations apply with regard to working hours, rest times and working conditions. In accordance with ILO Convention 182, young people between the ages of 15 and 18 are not involved in any work that is detrimental to health, safety, psyche or morality.

Forced labor and minimum standards of employment: We do not use forced or compulsory labor within the meaning of ILO conventions 29 and 105.

Our employees are free to terminate their employment with us in accordance with the applicable labor law provisions. We do not retain any "deposits" or identification documents (e.g. passports) from our employees.

All employees receive a written employment contract that meets the requirements of national legislation and industry standards, at least it must contain the contract date, the name of the employer and employee, working hours, remuneration and termination provisions and must be signed by both contracting parties.

In terms of working hours, we adhere to all limits set by national law and industry standards. During the working day, we guarantee employees appropriate work breaks. Every employee is entitled to at least one day off per week.

The remuneration and working conditions of our employees are fair and appropriate and correspond at least to the minimum conditions specified by national legislation and industry standards.

Working conditions: We provide our employees with a safe and non-hazardous work environment. In doing so, we not only observe legal requirements and industry standards, but also orientate on internationally accepted "best practice" procedures (GMP), which guarantee a high level of safety and health protection for our employees.

Our employees are regularly instructed in safety and health training in order to avoid safety and health risks in the workplace. This applies in particular to escape routes, evacuation plans, fire hazards, first aid, labeling and handling of hazardous chemicals, machines and work processes.

Equal treatment / anti-discrimination: Nobody may be racially, because of skin color or because of gender, age, personal limitations, physical condition, descent, national or social origin, homeland, language, beliefs, religious, political or other opinions, property, birth or other status, sexual orientation, marital status, pregnancy and parenthood, union



membership or other aspects are disadvantaged or preferred. We recognize ILO Conventions 100 and 111 as minimum standards.

Freedom of association: In accordance with ILO conventions 87 and 98, we respect the right of our employees to found trade unions, to join them and to conduct collective bargaining.

In accordance with ILO Convention 135, employees are not disadvantaged because of their position or activity as employee representatives, or because of their membership of a trade union or their trade union activities in the company.

Environmental responsibility: We are committed to our responsibility towards the environment and our future generations. Therefore we comply with all national environmental laws. We know about the environmental impact of the techniques, procedures, processes and materials we use and are committed to minimizing or eliminating the negative environmental impact of our actions.

Corruption: We reject all types of corruption, in particular bribery and "feeding" decision-makers, and neither actively nor passively tolerated them.

We do not influence the employees of our business partners by offering favors and we do not allow ourselves to be influenced in this sense.

Employees may accept hospitality within the usual framework and symbolic gifts appropriate to the circumstances. Never this may include - regardless of the amount - money, loans, commissions or similar benefits in the form of money.

Business partners / stakeholders: It is also important to us that our contractual partners for their part fulfill their obligation to integrate the essential guidelines for the benefit of their employees, the environment and society. Therefore, our suppliers are advised of compliance with these principles (see LACTOPROT General Terms and Conditions of Business (Purchases) § 13 Ethics).

With the General Equal Treatment Act (AGG), we as business partners also justify our willingness to investigate the complaints of our stakeholders. The email address beschwerdestelle@lactoprot.de can be used for this (also anonymous).

Kaltenkirchen, 25.07.2025

Steffen Rode (CEO)