



Supplier Code of Conduct

The success of Jacques' Wein-Depot and the other companies in the Hawesko Group is based not least on high corporate values and principles of conduct that all managers and employees are committed to upholding. We are fully aware of our responsibility towards our employees, business partners and shareholders.

We therefore expect our suppliers to likewise adhere to globally recognized principles for lawful and responsible conduct. For this reason, we have developed this Supplier Code. It is essentially based on the principles of the United Nations Global Compact, the UN Declaration of Human Rights, the conventions of the International Labor Organization (ILO) and our own Code of Conduct. Suppliers affirm that they will comply with the principles set out in this Code.

Compliance with laws

The Supplier shall comply with all national laws and regulations applicable to its business as well as EU legislation regulating its business operations.

Discrimination

The supplier shall refrain from any discrimination with regard to the employment or occupation of its employees. Unjustified discrimination on the grounds of gender, disability, ethnic origin, nationality, religion or belief, sexual orientation or other characteristics protected by law (both EU and national law) shall not take place. The personal rights and privacy of employees are respected. Bullying will not be tolerated.

Forced Labour

The supplier does not tolerate any form of forced or compulsory labor. He only employs employees who have voluntarily made themselves available for employment.

Child Labour

The supplier does not employ children under the age of 15. If national laws or regulations permit children between the ages of 13 and 15 to perform light work, this must not be permitted under any circumstances if it prevents these children from complying with compulsory education or if the employment is detrimental to their health or development.

Working Hours

The supplier shall comply with the maximum working hours specified in national laws. Any extra work may be performed exclusively on a voluntary basis.

Remuneration

The Supplier shall ensure that its employees receive any statutory minimum wage that may exist or a payment that is appropriate for the region.

Health and Security

The supplier shall comply with the applicable legal requirements for health and safety at work in order to maintain the health of its employees, to contain risks and to ensure the best possible precautionary measures against accidents and occupational diseases.

Consumption of alcohol

As a matter of principle, children, adolescents and persons with a tendency to alcohol dependence are to be excluded from any consumption of wine and spirits. Likewise, pregnancy, breastfeeding, certain illnesses and the taking of medication are not compatible with the consumption of wine and spirits. This also applies without restriction to the workplace and participation in road traffic. Abstinence for religious, health or personal reasons must be respected.

Corruption

The Supplier shall not tolerate any form of corrupt conduct and shall avoid even the mere appearance thereof. It will not tolerate its employees, agents, consultants or intermediaries giving, offering or accepting bribes, kickbacks, improper donations or other improper payments to customers, public officials or other third parties. The supplier or its employees shall not directly or indirectly offer our employees or third parties any improper advantages in the form of gifts, hospitality or invitations to exert undue influence. Nor does the supplier or its employees solicit or accept such improper advantages. Insofar as gifts or invitations are customary and courteous in nations, it must be ensured that no obligatory dependencies are created as a result and that the applicable national legal standards are complied with.

Protection of the Environment

The supplier undertakes to comply with generally recognized as well as all local statutory regulations, local standards, regulations or guidelines regarding environmental protection sustainability. He is required to work continuously on the avoidance and reduction of environmental pollution. Applicable procedures and standards for waste management, for the handling of chemicals and other hazardous substances and their disposal as well as for emissions and for waste water treatment shall be complied with. The supplier is committed to the

responsible use of natural raw materials and resources and to the economical use of energy. He promotes environmentally and socially compatible production.

Product Security

The supplier shall comply with all applicable product safety regulations and requirements, in particular the legal requirements concerning the safety, manufacture, storage, labeling, packaging and transport of products as well as the use of hazardous substances and materials.

Supply Chain

The supplier undertakes to also appropriately promote compliance with the contents of our Supplier Code among its suppliers.

Other applicable directives

Jacques' Wein-Depot GmbH reserves the right to draw up further documents or guidelines applicable to this company that supplement the scope of this Code.