



**LET'S BAKE
THE WORLD
A LITTLE
BIT BETTER.**



Our Code of Conduct





We are an **official participant of the UN Global Compact**, the world's largest and most important initiative for responsible corporate governance.

The pact between companies and the UN pursues the vision of a more inclusive and sustainable economy for the benefit of all people, communities and markets. The ten universal principles of the UN Global Compact, which seek to contribute to the implementation of the Sustainable Development Goals, have been incorporated into this Code of Conduct.

Further information about the UN Global Compact can be found here: unglobalcompact.org

WE SUPPORT



BIG PIZZA, BIG RESPONSIBILITY.

Pizza can save the evening, the day, and sometimes even the whole weekend. But can it save the world? Okay, that might be a bit too much to ask. We don't necessarily want to save the world. We just want to make things a little bit better, using the opportunities at our disposal as a food-producing company and with the responsibility that comes with it.

We take our responsibility towards the planet, our customers and our employees very seriously. And we try to live up to this responsibility each and every day, by setting ourselves high social, ecological and ethical standards and adhering to them. To achieve this, however, we need the support of our employees, suppliers and business partners. We expect them to act responsibly, transparently, in line with our values and, above all, in compliance with the law..

And together, we want to become even better at it (pizza) piece by (pizza) piece. After all, we aren't all perfect, but our intentions are good. And this Code of Conduct aims to encourage, engage, and remind us collectively of this. It is a floury handshake for a good cause. On that note: **Let's bake the world a little bit better.**

1. Human rights and labour rights

OUR PIZZA SHOULD BE TO EVERYONE'S TASTE.

We comply with the International Bill of Human Rights of the United Nations and the fundamental principles of the International Labour Organization (ILO), and we expect the same from our employees and business partners. In doing so, we observe the fundamental labour rights on the basis of the applicable national laws.

In detail, this means that:

We uphold internationally recognised **human rights** and actively promote their observance.

We prohibit all forms of **child labour** and only employ staff who have reached the minimum age required by the applicable national laws.



We respect and endorse the principle of people having the freedom to choose their employment. Any form of **forced labour** or **human trafficking** is prohibited and is therefore strictly rejected.

We ensure a working environment that is free from any form of **discrimination**. We do so by treating all employees equally, fairly and respectfully – regardless of gender, age, skin colour, ethnicity, social origin, nationality, disability, sexual orientation and identity, religious affiliation or world view.

This also means that we do not tolerate **bullying** or **sexual harassment** in the workplace or any associated discrimination.

Freedom of expression, general **personal rights** and the privacy of our employees are important to us.

We ensure **fair working conditions** by remunerating our employees appropriately and in accordance with the law and by respecting the applicable regulations on working hours and holidays.

We comply with the applicable national laws on **occupational health and safety** and ensure a safe and humane working environment.

2. Protecting the environment, resources and the climate

OUR MOST IMPORTANT EMPLOYEE: MOTHER EARTH.

We are aware of the impact of our activities on the planet and the climate and are continuously working to minimise any negative consequences. We expect the same from our business partners.

So, for example:

We are actively committed to **climate protection** by reducing our CO2 emissions, promoting renewable energies and favouring sustainable transport and travel options.

We respect and protect natural habitats and biodiversity and ensure that our business activities have as little **impact on the environment** as possible.

We are committed to making efficient **use of resources**, minimising waste, using raw materials and materials that are as environmentally friendly as possible and avoiding waste.

We ensure that our products comply with the applicable quality and legal standards and that the health and safety of our customers are guaranteed at all times. We provide transparent information about potential risks and are committed to continuous improvements where **product safety** is concerned.



3. Compliance and integrity in the business environment

TABLE MANNERS, ARE IMPORTANT EVEN WITH PIZZA.

We comply at all times with all applicable laws, regulations and standards in the countries in which we operate. We demand the same from our business partners and employees.

This means:

We reject any **unfair business practices** and criminal offences such as corruption, bribery, theft, embezzlement, fraud or extortion, payoffs, unlawful kickbacks, other illegal payments, inducements, favours, or benefits of value.

We comply with the applicable laws on **money laundering prevention**.

We make decisions exclusively on the basis of objective criteria and avoid **conflicts of interest** – in particular with private interests or other (economic) activities. To avoid conflicts of interest or disadvantages for the company, we make a strict distinction between private interests and business interests.

We stand for **fair and free competition** and comply with applicable antitrust and competition law. We do not enter into agreements with other companies that aim to distort competition under the applicable antitrust regulations and do not unlawfully exploit a dominant market position. We do not participate in anti-competitive business practices.

As a matter of principle, we do not accept, demand or make gratuitous or non-contractual contributions in the form of money, material assets or other tangible or intangible benefits of value. **Gifts over €35** may not be given or accepted without consulting the head of the relevant business unit.

Invitations to customary and appropriate hospitality at company meetings, conferences or general events in which an employee participates as a deputy or on behalf of the company due to their position in the company are permitted. We have clearly defined the terms „customary“ and „reasonable“ and have set a limit of €60.00 per employee/business partner (including VAT). In case of doubt, the employee is obliged to contact their superior..

We ensure that **business secrets** and confidential information remain secret – even after the end of the business relationship – and that intellectual property is protected. We therefore oblige our employees and business partners to maintain strict confidentiality about all company and business secrets.



4. GDPR & cyber security

AS DEPENDABLE AS THE DELICIOUS TASTE.

Data protection and cyber security are paramount in today's networked world. We and our business partners are jointly responsible for handling data with care and protecting the digital infrastructure.

We do this as follows:

We treat personal data in accordance with the provisions of the **General Data Protection Regulation (GDPR)** and ensure that all data are adequately protected, are used only for legitimate purposes and are treated confidentially.

We take appropriate **technical and organisational measures** to ensure the security and integrity of our IT systems and data. For example, we protect ourselves against unauthorised access, data loss and other threats by taking appropriate security precautions.

We regularly **raise employee awareness** of data protection and cyber security. Through training and further education, we ensure that they have the necessary knowledge and skills to effectively implement privacy policies and security measures. When working with external service providers and partners, we ensure that they also comply with **high standards** where data protection and cyber security are concerned. In the event of data breaches or security incidents, we respond immediately to minimise the impact and inform affected parties accordingly.

We coordinate all public **statements and comments** made on behalf of or with direct reference to our company in the context of interviews, statements, or other contributions in all types of media with our communications department and ensure that they are in line with our values.


We have set up an office to receive information from internal and external **whistleblowers** within the company in accordance with legal requirements. The information can thus be reported and handled anonymously and confidentially.



LET'S GET GOING!

Let's make the world a little better together, by not only signing this Code of Conduct but also accepting and actively implementing the principles and values that it defines.




Christoph Schramm


Benjamin Krapf

IS SOMETHING BOTHERING YOU?

Violations of this Code of Conduct can be reported to the following e-mail address: info@ratisbona-compliance.de. Of course, we treat all incoming messages confidentially.