Code of Conduct

The companies BIOGRUND International AG and BIOGRUND GmbH are committed to their social responsibility within the scope of entrepreneurial activity worldwide. This Code of Conduct serves as a guideline for entrepreneurial action that always takes social responsibility into account at its core. In doing so, we respond to the different framework conditions in a global market and meet the challenges and social expectations arising from the increasingly networked cooperation in the value chains. Our contractual partners should also acknowledge their social responsibility and undertake to comply with the principles described in this Code of Conduct and to implement them throughout the entire supply chain.

The parties BIOGRUND International AG and BIOGRUND GmbH are hereinafter referred to as BIOGRUND.

1. BASIC UNDERSTANDING

Socially responsible corporate management is one of the basic and core principles of entrepreneurial action. In all decisions, the economic, social and ecological consequences must be taken into account and an appropriate balance of interests must be struck. As far as possible, companies voluntarily contribute to the well-being and sustainable development of global society at the locations where they operate. They are guided by generally accepted ethical values and principles, in particular integrity, integrity and respect for human dignity.

2. KEY POINTS OF SOCIALLY RESPONSIBLE CORPORATE GOVERNANCE

BIOGRUND comply with the laws and regulations of the countries in which they operate. They pursue legally sound and recognised business practices and fair competition and comply with antitrust regulations. They act in accordance with generally accepted ethical values and principles, in particular:

Integrity, honesty, respect for human dignity, openness and non-discrimination of religion, belief, gender, ethics, age, race, appearance, sexual orientation or disability.

We reject corruption, bribery and money laundering as defined in the relevant UN Convention[1] .

[1] United Nations Convention against Corruption (www.unodc.org)

3. HUMAN RIGHTS

BIOGRUND respects and promotes human rights in accordance with the UN Charter of Human Rights[2] , in particular the following:

Health and safety: to safeguard health and safety at work, in particular to ensure a safe and healthy working environment in order to avoid accidents and injuries.

Harassment: Protection of employees from physical punishment and from physical, sexual, psychological and verbal harassment or abuse.

Freedom of expression: The right to freedom of opinion and expression is protected and guaranteed.

Privacy: Adequate protection of privacy and personal data. Compliance with the relevant guidelines is monitored by the data protection officer.

In the course of observing and promoting human rights, it is also confirmed that both human trafficking and sexual slavery will not be tolerated.

[2] Universal Declaration of Human Rights, UN Resolution 217 A (III) of 1948

4. WORKING CONDITIONS

BIOGRUND complies with the core labour standards of the ILO. These include, among others

the prohibition of child labour under ILO Conventions No. 138 (Minimum Age) of 1973 and No. 182 (Prohibition and Immediate Action to Eliminate the Worst Forms of Child Labour) of 1999

the prohibition of forced labour under ILO Conventions No. 29 (Forced Labour) of 1930 and No. 105 (Abolition of Forced Labour) of 1957

promoting and, where possible, ensuring equal pay for men and women for work of equal value in accordance with ILO Convention No. 100 (Equal Pay) of 1951

respect for workers' rights under ILO Conventions No. 87 of 1948 (Freedom of Association and Protection of the Right to Organise) and No. 98 (Right to Organise and Collective Bargaining) of 1949, as far as this is legally permissible and possible in the country concerned

the prohibition of discrimination in accordance with ILO Convention No. 111 (Discrimination in Employment and Occupation) of 1958, which refers in particular to discrimination against workers on grounds of sex, race, age, disability, ethnic or cultural origin, religion or belief, or sexual orientation

Working hours: The labour standards regarding the maximum permissible working hours are observed.

5. ENVIRONMENTAL PROTECTION

BIOGRUND complies with the environmental protection regulations in force at the respective location. They also handle natural resources responsibly. Through certification according to DIN EN ISO 14001 (BIOGRUND GmbH), we have committed ourselves to environmental protection beyond the legal requirements.

6. CIVIC COMMITMENT

The companies contribute to the social, cultural and economic development of the country and region in which they operate and promote appropriate voluntary activities by their employees.

7. ANIMAL WELFARE

BIOGRUND does not perform any animal experiments itself. In the event that animal experiments are unavoidable in the course of studies, BIOGRUND will ensure that the institutes commissioned comply with the following requirements. Animals are to be treated respectfully, with minimal stress and pain. Animal studies should be conducted only after consideration has been given to replacing animals, reducing the number of animals used, or improving procedures to minimize distress. Alternatives should be used wherever they are scientifically valid and acceptable to regulatory authorities.

8. IMPLEMENTATION AND ENFORCEMENT

BIOGRUND undertakes all suitable and reasonable efforts to continuously implement and apply the principles and values described in this Code of Conduct and to eliminate any existing deficits as quickly as possible.

Our contractual partners shall be informed of the essential measures upon request, so that it is comprehensible how compliance with these measures is guaranteed in principle. This does not imply any claim to the disclosure of company and business secrets or information relating to competition or other information worthy of protection.

Resolution of: January 2018 Last update: 02. July 2025

BIOGRUND International AG

Dr. Lena Specht
Managing Director

BIOGRUND GmbH

Felix Respondek
Managing Director

BIOGRUND

Declaration of the contracting parties

As a contractual partner of BIOGRUND, we confirm that we

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(Company name of the contract partner)

have carefully read and understood the aforementioned Code of Conduct. We are committed to promoting the implementation of these principles to our employees, suppliers and partners.

Company:

Date:

Name:

Position:

Signature: