



## **Declaration of Principles on Human Rights of the Tönnies Group**

**Applies to all group companies of Tönnies Holding ApS & Co. KG**

We stand for responsible and healthy nutrition with high-quality food. Fair and respectful behaviour towards people, animals and the environment as well as compliance with applicable law and legislation form the basis of our understanding of sustainability. We are committed to our corporate responsibility to respect general, internationally recognised human rights. In this context, it is our goal to take into account the associated due diligence obligations with regard to human rights and environmental issues in an appropriate manner in our actions, to prevent the associated risks, to minimise them or to end violations that have occurred.

In doing so, we are aware that we have to meet a high level of responsibility with our market position in our own business area, but also through cooperation with many main suppliers and a high number of branched supply chains. Our goal is to prevent negative impacts on people and the environment. We consider the protection of human rights to be a key element of our corporate responsibility.

We base our commitment to respect human rights on the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognised human rights and strive to respect them in our business operations and along our value chains. This includes in particular the following fundamental rights relating to:

- Prohibition of child labour
- Prohibition of forced labour and all forms of slavery
- Prohibition of discrimination
- Strengthening the freedom of association and assembly
- Compliance with occupational health and safety
- Payment of adequate wages
- Destruction of the natural basis of life through environmental pollution
- Prohibition of clearance
- Prohibition of the use of security forces if their use entails a risk of disregard for or restriction of human rights.

We always act in a way that ensures that our business activities comply with applicable law. In cases where international human rights are in potential conflict with local laws, we strive to promote the principles behind the international standards.

This declaration illustrates our fundamental commitment to respecting human rights, which is already reflected in our corporate guidelines. These include, above all, the Tönnies Code of Conduct and certain purchasing conditions as well as all rules and procedural instructions derived therefrom.



The principles set out here apply to our own business activities and to the employees of all group companies of Tönnies Holding ApS & Co KG. In addition, we also expect our suppliers and other business partners to commit to complying with the principles set out here and to implement appropriate processes to respect human rights; this also includes that they provide information on how the principles mentioned are complied with when requested to do so.

We implement appropriate due diligence processes to identify, mitigate or terminate risks or negative impacts. We will regularly update this policy statement.

### **Due diligence processes**

#### Risk analysis

We strive to gradually and regularly analyse, document and continuously reduce our risks and their concrete connection to our company through structured risk assessments in our own business activities, the supply chain and in relation to our products and services.

Our company is characterised by craftspeople from many nations. The Tönnies Group employs more than 10,000 people from over 50 nations throughout Germany. Our task is to support them in their working lives, to protect their rights and, if necessary, to integrate them into the social environment. Risks consist in particular in the fact that employees are not sufficiently aware of their comprehensive rights to claim them.

Another fundamental risk refers to occupational health and safety. The Tönnies Group is aware that our employees work in a challenging working environment.

We therefore see the focus of our social duty of care in our own business activities and place the main emphasis on this work. We have therefore decided in favour of a structured management of measures in which we will implement 80% of our measures in our own business activities and 20% in the supply chain until further notice.

#### Measures

We incorporate the results of our risk assessments into relevant business processes. Where (potential) risks exist, we work on implementing suitable preventive measures. This already includes a wide range of measures for the promotion and integration of new employees, especially those from other countries. In Germany, for example, we are currently focusing on the following:

- Creation of an integration structure for employees from other countries through integration officers and close cooperation with social services
- Extensions of the training and information offers
- Ensuring good living standards in our factory accommodation
- Reducing the risk of abuse of power



We are aware that there are still tasks, hurdles and potential for improvement ahead of us. To achieve this, we analyse our existing management systems and work in particular on identifying and improving systematic weaknesses.

In addition to the planned measures at the sites in Germany, we plan to work more closely on human rights due diligence issues, primarily with our foreign subsidiaries, to learn from each other and, where appropriate, to establish group-wide guidelines and processes. In addition, we are working to promote the protection of human rights along our supply chains, too, and to gradually implement appropriate measures as part of our purchasing processes and supplier management. We will report regularly on our progress.

— In cases where actual human rights violations have already occurred or are imminent, we are committed to implementing appropriate remedial measures in accordance with § 7 LkSG. To this end, we ensure that incoming or emerging indications of possible violations are immediately reviewed and dealt with by the responsible employees.

We will regularly review the effectiveness of the measures taken to ensure that risks are reduced and that impacts are ended or minimised, and to identify potential for improvement. For example, we conducted a review of the effectiveness of our complaints mechanism at the end of 2023. Further focal points will follow.

#### Complaints mechanism

Through numerous channels for lodging complaints, the Group promotes legal compliance, a healthy and safe work environment and an effective corporate governance. If employees feel they are being treated unfairly or there is a suspicion of violations, these should be resolved fairly and appropriately.

Violations or problems can be reported to various parties, such as supervisors, the integration team, the HR department, the employee app and an anonymous digital whistleblowing system. Furthermore, it is important to us that we analyse such problems in order to derive measures therefrom and to reduce or completely eliminate potential misconduct in the future.

In addition, there is the option, both for one's own business unit and for the entire supply chain, to use the publicly accessible whistleblower system "Integrity Line" with the possibility of anonymous reporting in many different languages via the following link: <https://toennies.integrityline.com> or by calling +493099257146 with the code: 4780.

The various complaints and whistleblowing services are designed to ensure that suspicious incidents, complaints or issues can be reported - with the assurance that everything will be treated confidentially and investigated without delay. We are constantly working to develop our complaints mechanisms and to improve accessibility to internal and external stakeholders. In addition, the findings from the processing of tips are to be incorporated into risk management.



## Governance

The overall responsibility for respecting human rights and exercising due diligence obligations with regard to human rights and environmental issues lies with the managing directors of Tönnies Holding ApS & Co KG. The interdepartmental "Human Rights Committee" is responsible for the operational implementation of our human rights strategy and its anchoring in the processes of the Group as well as in business decisions. The management is informed regularly and on an ad hoc basis about compliance with our due diligence obligations with regard to human rights and environmental issues by the chairman of the human rights committee.

## Reporting

We will communicate regularly about our efforts to protect human rights. To this end, we will regularly publish a report that provides information on the implementation of our human rights due diligence, including the risks identified, the measures taken, and our progress and challenges.

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Clemens Tönnies  
Managing Partner  
Tönnies Holding ApS & Co. KG

Carl E. Bürger  
CFO  
Tönnies Holding ApS & Co. KG