

Code of Conduct of the BEWITAL Group of Companies

Preamble

Reliability, helpfulness, honesty and integrity are the foundation for the long-term success of our group of companies. These values stem from our mission statement and constitute the guide for our everyday conduct. This applies to the owners and employees on the team of the BEWITAL group of companies, regardless of their area of responsibility and position. Moreover, we also expect this of our suppliers and business associates.

Compliance with the law

We strictly follow statutory provisions and regulations. We expressly reject corruption, fraud, extortion and bribery. Wherever acts of this nature come to light, we prosecute and stop them immediately. If official measures are necessary, we support them.

Human rights

Respect toward people who work in or for our group of companies is of paramount importance to us. We offer employees fair and, at a minimum, lawful working conditions and fair pay. The group of companies abides by at least the minimum statutory standards in these aspects and exceeds them in many areas.

In particular, workplace safety comes first. Wherever this cannot be ensured, processes are not continued. We also pay attention to this criterion in the selection of our business associates.

Equal opportunity

No one may be discriminated against based on that person's gender, political views, nationality, religion or skin colour. Violations of this are consistently prosecuted.

Animal welfare

Our products are expected to be healthy for humans and animals. Human and animal suffering shall be avoided in all areas.

Product safety

We produce pet food. As a result, we bear great responsibility for the animals and their owners. To live up to this responsibility, we observe all legal requirements relative to pet food and exceed them in many areas. When we recognise that one of our products is not safe for humans or animals, we immediately notify the recipients and, when reasonable, the supervisory authorities.

Cooperation with authorities

Supervisory authorities perform a vital task for the safety of animals. We therefore support authorities in their work through open and transparent cooperation.

Integrity

Integrity is the prerequisite for trust. Our conduct is based on fair cooperation. If conflicts of interest arise, we report them openly. Where there are conflicts, we first seek direct contact and try to find an amicable solution. Only when this is not possible do we take legal measures.

Social responsibility

As a company we are part of society. Accordingly, we support the sustainable development of our society. This applies to economic, ecological as well as social issues.

Environment

The protection of nature is a very important concern for us. It is therefore important to consume the least amount of natural resources possible, to keep emissions as low as possible and to protect nature overall. Environmental impacts are expected to be constantly measured and improved. For this, everyone must contribute their share in their areas of influence.

Data protection

We respect the protection of personal data of our employees and business associates. The respective data protection provisions applicable in the countries in which we are active must be complied with.

Suppliers and business associates

We are convinced that these principles are meant to apply outside our group of companies as well. Accordingly, we expect our suppliers and other business associates to adhere to the above-described rules. At the same time, they are required to obligate their suppliers to adhere to similar values and, if needed, to consent to a review in the course of an audit. In the case of clear violations of these rules, we reserve the right to terminate the business relationship.

Agreement

We hereby confirm that we have read and understood this code of conduct for the BEWITAL group of companies. We will comply with these principles.

46354 Südlohn-Oeding, 23 March 2021

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