

## Supplier Code of Conduct

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Paul Reinhart AG and its Subsidiaries (“Reinhart”) promote a sustainable and fair value chain from production to consumer. This demands a comprehensive understanding of the political, economic, social, and environmental situation under which our customers perform business. Reinhart does not have the resources to monitor and assess the activities of all its customers. However, it can act as a role model for others living up to the values and principles that we hold most dear. Reinhart considers its boundaries of operations as (1) the sourcing and transformation of agricultural commodities in the country of origin, (2) the international logistics from the country of origin to the country of destination (3) the sales activity to our customers for further downstream processing.

The Supplier Code of Conduct explains what we expect from our suppliers in achieving principles for responsible business practice in compliance with international legislation.

### Supplier Assessment and Policies

Reinhart considers it crucial to engage in direct contracts only with long-standing, reputable partners and plans to integrate the due diligence assessment of suppliers into its internal risk assessment. The following topics are identified as most relevant to perform due diligence and build leverage for the responsible sourcing of agricultural commodities: (1) Human Rights, (2) Labor Rights, (3) Environment and (4) Legal Compliance. Suppliers are committed to avoid causing or contributing to adverse impacts through its business operations and seek ways to prevent and mitigate adverse impacts in its supply chain.

Suppliers need to comply at the very least with all applicable laws and regulations in all countries where they operate as a matter of course. Where our requirements go beyond compliance with the local law, these are to be interpreted within the scope of possibilities and resources available to the supplier.

### Business Ethics & Compliance

Reinhart respects sanctions and rejects any kind of bribery and corruption, money laundering, terrorism financing, and violating tax and transfer pricing laws and regulations. Suppliers ensure traceability to the origin of materials and that the products delivered present no health or safety hazard when used for the intended purpose.

Suppliers must have a compliance management process with management responsibility in place.

### Labor and Human Rights

Suppliers are expected to uphold the Core Conventions of the International Labour Organisation (ILO) and align with the UN Guiding Principles on Business and Human Rights. This includes the protection of human and labor rights such as the minimum age of employment, the worst forms of child labor, forced labor, land rights, working hours, wages, freedom of association, freedom of speech, harassment, privacy, collective bargaining, discrimination, and health and safety.

Suppliers ensure documentation about the adequate fulfilment of these fundamental rights.

### Impact through Partnerships

Reinhart is an active member in the following sustainable cotton initiatives and supports the onboarding of new suppliers to the Better Cotton (BC), as Cotton made in Africa (CmiA) certified cotton companies, and the supply of cotton certified as Organic and/or Fairtrade.

Proven efforts to support any of the Sustainable Development Goals (SDGs) and fulfill certification in multi-stakeholder initiatives is a gesture of responsible conduct that forms part of our supplier risk assessment. We call upon all producers, and especially those that are not part of above mentioned (or similar) initiatives, to take a best effort for sustainable water stewardship, crop nutrition and protection practices.

Reinhart invites its suppliers to engage in responsible initiatives as a gesture of best practice and to improve the sustainability of the agricultural supply chain.

## Communication

Our suppliers will be informed about the Reinhart Supplier Code of Conduct. Through supplying Reinhart, the supplier confirms to comply with above principles.

Violation to the principles outlined above must be reported to the Reinhart Internal Compliance Team to decide about adequate measures.

Grievances can be brought to the attention of Reinhart via email ([mail@reinhart.ch](mailto:mail@reinhart.ch)).

Jürg Reinhart, CEO

Winterthur, April 1, 2022