



H. & J. BRÜGGEN KG · Postfach 1227 · D-23502 Lübeck

H. & J. Brüggen KG
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Lübeck, 26.11.2019

Subject: Information concerning our Code of Conduct

Dear Sir or Madam,

The Brüggen Group with the companies H. & J. Brüggen KG, Brüggen Polska Sp. z o. o., Brueggen France SNC produces – together with its employees – cereal products as corn flakes and other cereals, muesli, muesli and cereal bars, flakes and groats made of oat and other grains as well as oat husk pellets and cereal flour pellets.

Our whole attention concentrates on the production of secure and legally flawless products according to local laws as well as meeting the environmental and social responsibility requirements. Our employees are kept informed about their rights and responsibilities. The following requirements for a successful and sustainable partnership are prepared in accordance with the principles of SMETA and the UN's Global Compact:

- Supplier/ Subcontractors shall support and protect internationally proclaimed human rights
- Employment is freely chosen
- Workers have the right to receive fair remuneration
- No form of forced labour/child labour is accepted; young workers are especially protected
- Any form of discrimination is not acceptable, all employees have to be treated equally, fairly and with respect
- Supplier/ Subcontractors accept their employees' freedom of association and the right to collective bargaining
- Working hours and overtime comply with national agreements
- Safe, healthy and hygienic work environment shall be provided (according to local laws)
- No precarious employment / all workers shall be provided with written and understandable information about their employment conditions
- Supplier/ Subcontractors have to provide free of charge suitable protective clothing
- Supplier/ Subcontractor shall meet the requirements of local and national laws related to environmental standards and promote greater environmental responsibility
- All forms of bribery and corruption are unacceptable

The Brüggen Group reserves the right to conduct inspections of suppliers and subcontractors to ensure the enforcement of this policy. In case of non-compliance with the rules Brüggen may terminate the business relationship.

We expect our business partners to solve identified issues in a timely manner. In case of any problems or non-compliances we expect you to contact us within 14 days after receipt of this Code of Conduct. If you do not try to get in touch with us regarding this policy within the requested time-limits we consider it as implicitly accepted.

Johannes Brüggen