

	Code of Conduct <i>English</i>	Dok.-Nr.: 1530 Version: 02
erstellt von: P. Luthardt		Datum: 23.05.2018
geändert von: O. Brandt		Datum: 04.03.2022
geprüft / freigegeben von: P. Luthardt		Datum: 31.03.2022

The Bohlener Mühle GmbH und Co. KG considers itself a vital part of society with the highest ecological and ethical standards regarding the quality of our products as well as their production. Since 1979, we are exclusively processing high-quality raw materials from organic cultivation into various cereal and baked goods in Bohlsen. In doing so, we attach great importance to long-term, binding and transparent partnerships with our stakeholders and business partners throughout the entire supply chain. In the sense of common business ethics, this Code of Conduct (CoC) is intended to ensure that our own corporate principles and requirements are also met by our suppliers and service providers as well as their subcontractors and sub-suppliers. This CoC is based on international social and environmental standards and guidelines. The latter include:

- the principles of the International Labor Organization (ILO)
- the ETI-Base Code by the Ethical Trade Initiative
- the United Nations' Universal Declaration of Human Rights
- the UN Convention on the Rights of the Child
- the Global Compact
- the 2030 Agenda (including the UN Sustainable Development Goals)

The CoC sets out the requirements for appropriate living and working conditions within our sphere of influence, which must be met by all our suppliers and their subcontractors:

Conditions at the workplace

1. *Regulated working hours are required at least in accordance with the legal regulations of the respective country.*
2. *Forced labor, physical punishment and mental coercion are prohibited.*
3. *There is no discrimination on the basis of personal characteristics or beliefs (e.g. ethnicity, religious affiliation, gender, age, sexual orientation).*
4. *Exploitative child labor is unacceptable.*
5. *There is freedom of association and the right to collective bargaining, e.g. forming or joining trade unions of the employee's choice.*
6. *Fair payment, at least according to the legal minimum wage of the respective country, is guaranteed.*
7. *Safe and healthy working conditions are to be guaranteed.*
8. *Precarious employment and working conditions are not permitted.*

Conditions outside the workplace

1. *Bribery, venality and corruption, as well as extortion, are rejected.*
2. *Resources are not overexploited and customs and traditions of local communities are respected and honored.*

Environment

1. *National and international environmental laws and regulations are complied with.*
2. *An appropriate and effective environmental management system is (to be) implemented.*
3. *The environment-related UN sustainability goals of the 2030 Agenda are taken into account - especially those with particular relevance for the food industry.*

A detailed description of the individual points above can be found in the additional explanations to this Code of Conduct: [Explanations](#)

Compliance with these basic requirements for our suppliers, service providers and their subcontractors and sub-suppliers is an essential basis for long-term cooperation in the spirit of partnership. We also expect you to ensure the transparency of your supply chain and enable and support audits on your own premises and those of your suppliers. In justified cases of suspicion, we require full documentation and disclosure of the upstream suppliers involved up to the agricultural origin. Any violations found must be reported immediately and appropriate corrective action taken. In case of serious or repeated violations, we reserve the right to terminate the business relationship without prior notice.

Confirmation

Code of Conduct

Company name	<input type="text"/>
Address	<input type="text"/>
Contact person	<input type="text"/>
Email address	<input type="text"/>
Phone	<input type="text"/>

We hereby declare that we have received the Code of Conduct as well as the accompanying explanations and that we comply with the stated requirements based on the principles of the International Labor Organization (ILO), the ETI Base Code, the United Nations Universal Declaration of Human Rights, the UN Convention on the Rights of Children, the Global Compact and 2030 Agenda.

Place, Date	<input type="text"/>
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Signature & Company stamp	<input type="text"/>
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Please send the signed confirmation to Einkauf@bohlsener-muehle.de.

If you have any questions, comments and/or complaints regarding this Code of Conduct, please feel free to contact our sustainability management team at nachhaltigkeit@bohlsener-muehle.de