



**KÜNDIG**  
FOOD INGREDIENTS SUPPLIER

# Code of Conduct of the Kündig Group

(W. Kündig & Cie. AG and affiliated companies)

The Kündig Group is committed to social responsibility in the context of its global business activities (Corporate Social Responsibility - CSR). The 'Code of Conduct' (CoC) for social responsibility defines the Kündig Group's corporate principles, especially with regard to working conditions, social and environmental sustainability, transparency, trustworthy cooperation and communication.

The CoC represents the core values of the Kündig Group.

## 1. Scope

The CoC is binding for all branches and business units of our Group.

We are committed to promoting compliance with our core values and principles across the entire value chain with our business partners and suppliers as outlined herein.

## 2. General principles, law and legislation

The Kündig Group strives to fulfil its social responsibilities for all its business activities. The foundation of our family owned company is to create value and sustainable growth over the long term.

We take full responsibility to comply with the laws and regulations in the countries we operate. The Kündig Group transparently cooperates with all relevant regulatory authorities.

We are dedicated to pursue professional and fair business practices with high quality as a trustworthy partner for of our stakeholders. We meet our contractual obligations following legal, local and commercial practices subject to material adverse changes. Intellectual property shall be respected mutually.

Conflicts of interest with business partners shall be communicated immediately, suitable solutions shall be arranged.

## 3. Corruption

The Kündig Group strictly rejects corruption and bribery as defined in the UN Convention. We promote full transparency and high integrity with our management taking the lead and control to prevent from any such behaviour at our firm.

## 4. Forced labour and child labour

The Kündig Group totally rejects any form of forced labour and highly respects the rules of the UN with regard to human and children's rights. We strongly support the enforcement of children's rights in particular to prohibit the employment of individuals younger than 15 years of age, subject to local regulations setting a higher age limit.



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## 5. Principles of social responsibility

### **Discrimination and harassment**

The Kündig Group is committed to prevent from any form of discrimination thus respecting relevant rules and regulations. This refers in particular to discrimination against people on the grounds of gender, race, disability, ethnic or cultural origin, religion or ideology, age or sexual orientation.

We strongly protect our employees against psychological, sexual, physical or verbal harassment or abuse.

### **Workplace safety and health**

The Kündig Group attaches great importance to fair working conditions for its own employees and for the workforce of our business partners. We ensure sound safety and health standards at the workplace in line with local regulations. We strive to continuously improve labour conditions across our Group.

### **Environmental protection**

The Kündig Group is highly focused on sustainable environmental protection for present and future generations. Relevant laws and regulations will be strictly observed.

### **Business and trade confidentiality**

Our employees at all levels are obliged to maintain strict confidentiality with sensitive business and trade information. Confidential information must not be disclosed to third parties or distributed in any other way unless authorisation has been given for this purpose or the information is publicly available.

## 6. Implementation


The Kündig Group strives to properly implement and strictly follow the principles and core values described in the CoC.

Our business partners shall be informed about our governance framework and our best efforts to ensure compliance with our principles outlined in this paper upon request and subject to reciprocity in order to provide transparency of how we operate our business. However, there is no right for any business partner to request from the Kündig Group the disclosure of sensitive business or trade information or any other confidential data that should be protected.

The Code of Conduct is approved by the Board of Directors of W. Kündig & Cie. AG. as of 1 January 2015, with immediate effect.

For the Board of Directors:

  
Beat Kündig  
Chairman

  
Walter Stürzinger  
Vice-Chair man