



Dr. Otto Suwelack Nachf. GmbH & Co. KG

Updated: February, 2026

„Supplier Code of Conduct“

**Ethical and social responsibility of
Dr. Otto Suwelack Nachf. GmbH & Co. KG
as well as his business partners**

Preamble

The “Supplier Code of Conduct” specifies the requirements of Dr. Otto Suwelack Nachf. GmbH & Co. KG to its suppliers and business partners. As part of their own commitment, business partners of Dr. Otto Suwelack Nachf. GmbH & Co. KG have to ensure that the requirements stated in this “Supplier Code of Conduct” are applied within their organisation.

This “Supplier Code of Conduct” requires conformity in the areas of ethics, integrity and compliance, labour standards (including health and safety), anti-corruption, respect for human rights and the implementation of legal and responsible business practices.

By signing this “Supplier Code of Conduct”, our management and our business partners confirm that processes and measures have been implemented to meet these obligations.

We prefer to work with partners who share our environmental and sustainability goals and actively contribute to reducing environmental impact. We expect our suppliers and business partners to take responsibility for their environmental impact, pursue appropriate strategies and goals, and comply with all applicable national laws and regulations. To promote continuous improvement, we cooperate closely with our partners and communicate clear expectations and relevant metrics for evaluating sustainability performance.

Trust and integrity

We are in compliance with all applicable country-specific and international anti-corruption, money laundering, sustainability requirements, competition laws and standards and we act with integrity.

This obligation includes refraining from any unfair business practices related to bribery and corruption and not tolerating, offering or accepting inducements for the sole purpose of obtaining business advantages.

Fair competition is an essential business practice. We therefore will refrain from any practices that could be considered as anti-competitive, market-distorting or illegal.

Furthermore, third-party intellectual property rights are respected and actively protected. Confidential information may not be used or disclosed without authorization. Situations involving actual or potential conflicts of interest are identified at an early stage, disclosed and avoided. Appropriate measures are taken to prevent fraud and to prevent criminal offences related to intentional deception, false statements or other fraudulent actions.



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Human Rights

We are guided by the principles regarding human rights and labour standards as specified in the United Nations' Agenda 2030. Our suppliers and business partners are expected to uphold applicable labour rights and protect the human rights and well-being of their employees.

Any kinds of forced labour and exploitation is prohibited. Every employment relationship is subject to a voluntary agreement and takes place without the threat of penalties or any other coercive measure. Child labour is not tolerated. The minimum age of all employees must comply with local laws for ethical trading and relevant international standards, in particular the UN Conventions and the Core labour standards of the International Labour Organisation (ILO).

Furthermore, we are committed to paying fair and living wages that meet at least the statutory minimum requirements and ensure the livelihood of employees and their families.

We implement a non-discrimination/equal opportunity policy and comply with national law. We reject discrimination in any form based on gender, age, health status, ethnicity, skin colour, nationality, language, marital status, social origin, religion, creed, political views, sexual orientation and physical or mental disabilities.

The employees have a safe and healthy workplace. This must comply with applicable occupational health and safety laws. This also applies to staff accommodation and apartments.

Honesty, trust, respect and open communication characterise the corporate culture of Dr. Otto Suwelack Nachf. GmbH & Co. KG, which is also the foundation for the collaboration with all business partners.

Environment, energy and climate protection

We act in accordance with applicable laws and are guided by international standards to minimise negative impacts on the environment and to continuously improve our activities for environmental and climate protection. We also respect the United Nations Global Compact. All employees are made aware of environmental protection and the necessary training measures and courses are offered.

We have taken appropriate environmental protection measures that adequately cover the following topics. This includes setting clear goals, defining and implementing concrete measures, and continuously reviewing and improving them.

Our actions take the following environmental aspects into account:

- Reducing CO₂ emissions
- increasing energy efficiency and using renewable energies
- ensuring water quality and reducing water consumption
- ensuring air quality
- promoting resource efficiency
- reducing waste and its proper disposal
- responsible handling of substances that are dangerous for people and the environment

