



Code of Conduct

Lekkerland AG & Co. KG
01.09.2017

▶ Scope and General Principles

Conducting business requires trust and confidence of everybody involved. A basis for this is the compliance with applicable laws and rules as well as adherence to high ethical standards when conducting business. Lekkerland summarized the most relevant minimum requirements and principles in the Lekkerland Code of Conduct that shall serve as a guidance for ethical business conduct.

The Lekkerland Code of Conduct is a binding guideline for the business behavior of employees and executives¹ and applies to all Lekkerland companies. Within the daily work routine every employee and every executive carries the responsibility for his personal behavior and its compliance with the Lekkerland Code of Conduct.

We expect our business partners to meet the same requirements and adhere to the same principles that we impose on ourselves. Our business partners therefore commit to the compliance with the Lekkerland Code of Conduct and will pass on the obligation to their employees and respective business partners.

The Lekkerland Code of Conduct does not claim to be exhaustive. Applicable laws, regulations, legal requirements and decisions by public authorities must be observed and complied with at all times.

▶ Product Responsibility

The quality and safety of our products and a responsible handling of goods is our highest priority.

We implemented an effective crisis and recall management that enables us to react as fast as possible should a problem with one of our products occur.

▶ Fair Competition

We adhere to the rules of fair competition and comply with all applicable laws that protect and promote competition. This refers particularly to antitrust laws.

▶ Prevention of Conflict of Interests

We separate strictly between business and personal interests in order to avoid any conflict of interests.

¹ For reasons of legibility, no distinction is made in the text between male and female staff members. Any use of the masculine form always includes both male and female persons.

▶ Fight against financial crime and corruption

We are committed to combat economic crime, especially bribery and money laundering.

We refrain from any form of illegal influence on decisions of business partners, government authorities and office holders. Likewise, we reject any attempt of illegal or unethical influence on our own business decisions.

▶ Company Assets and Financial Integrity

We handle the financial assets, data and trade and business secrets of the Lekkerland group and our business partner responsibly. Financial assets, data and trade and business secrets will not be misused or misappropriated.

Data regarding financial resources or assets will be collected and maintained orderly and reproduced exactly. We abide all applicable national and local laws and accounting regulations.

▶ Health, Safety and Environment

We aim to create a safe, healthy and injury-free work environment. Legal requirements have to be met or over fulfilled.

We show consideration for environmental issues and are committed to reduce the environmental impact of our business.

▶ Social Conduct

We treat others, as we would like to be treated ourselves.

▶ Human Rights

We respect international human rights, as they are declared in the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labor Organization in our daily conduct and business activities.

▶ Miscellaneous

Do you have any questions regarding the Lekkerland Code of Conduct or Compliance? Please don't hesitate to contact any member of the Lekkerland Compliance Organization (e-mail: compliance@lekkerland.com).

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