



Supplier Code of Conduct

Preamble

Big Dutchman attaches great importance to sustainability and therefore extends the Code of Conduct for our suppliers to add principles of sustainable, social and ecological business activities. We have been the market leader for feeding systems and housing equipment for pig and poultry production since 1938. Big Dutchman is considered a trademark for lasting quality, reliable service and unsurpassed know-how in more than 100 countries worldwide. As an internationally active company, we thus bear great responsibility. Owing to our ethical responsibility, we understand the recognition of aspects of sustainability to be an integral part of our business processes. For this reason, we not only consider process-related, economic and technical aspects in our procurement activities, but also social and ecological criteria. Topics such as human rights, labour conditions, prevention of corruption and environmental protection are important to Big Dutchman in this regard. Big Dutchman expects its suppliers to comply with the applicable national laws and regulations and to accept and comply with this Big Dutchman Code of Conduct in their business relationship with us.

Conduct towards employees

Big Dutchman respects international human rights law and expects its suppliers to comply with it as well. Suppliers must recognise basic national employee rights and the ten principles of the [UN Global Compact](#). Big Dutchman also expects its suppliers to recognise the core labour standards of the [International Labour Organization](#) (ILO), taking into account the standards applicable in different countries and at different locations. Big Dutchman requires its suppliers to respect employee rights according to the respective national legislation.

Child labour and forced labour

Child labour and forced labour are not compliant with our company policies. We oppose any kind of child labour and forced labour. Suppliers are required to comply with the ILO regulations regarding human and children's rights, the ten principles of the UN Global Compact and the applicable national minimum age for admission to employment.

Discrimination and inclusion

Big Dutchman supports and promotes equal opportunities for and equal treatment of all employees and expects the same from its suppliers. Employees must not be discriminated against during the hiring process, for promotions or during training. No employee may be discriminated against on account of their gender, age, skin colour, culture, ethnicity, sexual identity, a disability, their religious beliefs, world view or any other characteristic protected by the law.

Remuneration and working times

Suppliers must comply with applicable national working time regulations. Big Dutchman furthermore expects its suppliers to pay their employees an adequate remuneration in accordance with applicable national law and with due recognition for performance.

Occupational safety and health

Big Dutchman requires its suppliers to comply with the applicable national regulations regarding occupational safety and health. Suppliers should moreover implement adequate processes and take proactive measures such as training to prevent accidents at work, work-related injuries and illness at their locations and to protect their employees' general health at their place of work.

Environmental protection

Big Dutchman recognises that business activities affect the environment and the climate. We therefore expect suppliers to comply with applicable national environmental protection laws, regulations and standards and to minimise any negative effects business activities may have on the environment.

Waste disposal

Suppliers should define and establish clear procedures for the safe handling, storage, transportation, utilisation and disposal of waste in accordance with the applicable legal provisions.

Product stewardship

In accordance with the principles of product stewardship, suppliers are expected to minimise their products' environmental impact throughout the stages of the product's life cycle, including disposal.

Data protection – GDPR

Big Dutchman expects its suppliers to respect the privacy of all persons and the confidentiality of all personal and business data to which they gain access.

Conduct towards business partners

Prohibition of corruption and bribery

Big Dutchman does not tolerate corruption and expects its suppliers to comply with applicable national anti-corruption laws. Benefits, which may compromise the ability to take objective and fair business decisions, may neither be granted nor accepted. Suppliers must specifically ensure that their employees, subcontractors and other representatives do not offer, promise or grant our employees or persons close to our employees any benefits with the goal of receiving an order or other business advantages.

Invitations and gifts

Big Dutchman expects its suppliers to refrain from misusing invitations and gifts as an instrument to influence decisions. Big Dutchman employees and persons close to them may therefore only accept invitations and gifts if scope and occasion are adequate and if the invitation or gift can be considered part of the locally accepted and permitted business practices without raising any doubt about the independence of the decisions made by Big Dutchman or the supplier.

Prevention of conflicts of interest

Big Dutchman expects its suppliers to conclude their business with Big Dutchman based exclusively on objective criteria. Conflicts of interest arising in connection with private matters or other economic or similar activities, including those of family members and other related parties or organisations, must be avoided. In case of conflicts of interest, suppliers shall disclose to Big Dutchman all necessary information.

Open competition and antitrust laws

Suppliers must observe applicable antitrust laws and not use unfair business practices. Big Dutchman does not tolerate any abuse regarding agreements with competitors that do not comply with antitrust laws and regarding possible market-dominant positions.

Money laundering

Suppliers must comply with applicable statutory obligations for the prevention of money laundering. Suppliers shall not participate in any money laundering activities.

Embargoes and trade law

Suppliers must respect the applicable trade laws and embargoes imposed by the United Nations or other national or supranational bodies or governments, and must have implemented measures to ensure compliance therewith.

Supplier relationships

Big Dutchman expects its suppliers to observe the Big Dutchman Code of Conduct when selecting their own suppliers.

Mechanism for appeals and complaints

If a risk is detected indicating that our business activities contribute to negative effects on human rights or the environment, Big Dutchman has and uses a procedure to evaluate, correct and stop such activities. Suspected violations of human rights and environmental protection law can easily and confidentially be reported at any time using a mechanism for complaints. Both our employees and the employees of our suppliers and sub-suppliers can report potential violations using web forms on www.bigdutchman.com. Big Dutchman additionally uses social media monitoring tools to check for violations of human rights and environmental protection law proactively along the supply chain. We thus also record complaints on Twitter or in the news, for example.

Compliance with the Supplier Code of Conduct

Compliance with the principles and requirements stipulated by this Supplier Code of Conduct is guaranteed through the Big Dutchman risk management and supplier evaluation. Conversations with the suppliers but also supplier self-assessments and social media monitoring tools are used for this purpose. Additionally, third parties authorised by Big Dutchman may carry out audits at the supplier's location where this is agreed with the supplier. The supplier bears the costs for such an audit where the annual procurement volume exceeds EUR 200,000. Audit costs will usually not exceed EUR 5,000. Big Dutchman shall receive the results of the audit. Based on these measures, Big Dutchman performs a risk analysis to determine business areas, locations, products or countries of origin that must be prioritised during monitoring. As a result of the risk analysis, Big Dutchman defines preventive and remedial measures to prevent violations of human rights and environmental protection law in the most critical areas.

In case of violations of human rights and environmental protection law, Big Dutchman will take adequate remedial measures to correctly resolve and improve the situation. Employing a short- and medium-term measure-reporting tool, Big Dutchman also uses this process to establish proactive preventive measures where remedial measures in different areas or for recurring risks prove to be particularly effective. Any violation of the principles and requirements stipulated by this Supplier Code of Conduct is considered a substantial interference with the contractual relationship between Big Dutchman and the supplier. Where there is any suspicion that the supplier does not comply with the principles and requirements stipulated by this Code of Conduct (e.g. negative media reports), Big Dutchman reserves the right to demand further information regarding the issue. Big Dutchman shall furthermore be entitled to an extraordinary termination without notice of individual or all contractual relationships with any supplier who verifiably does not comply with this Code of Conduct or who does not implement or pursue to implement measures of improvement after having received a corresponding request with an adequate period of notice from Big Dutchman.

Final provisions and internal responsibility

The Big Dutchman Supplier Code of Conduct has been adopted by the Board of Management. The Big Dutchman Head of Purchasing is responsible for monitoring compliance with and implementation of the Supplier Code of Conduct.

Declaration of the supplier

1. The supplier confirms receipt of this Big Dutchman Supplier Code of Conduct.
2. The supplier hereby undertakes to comply with and accept all principles and regulations stipulated by the Big Dutchman Supplier Code of Conduct, in addition to all obligations arising from procurement contracts with Big Dutchman.
3. This declaration is governed by the valid substantive law of the Federal Republic of Germany.

Supplier's name

Place, date

Printed name

Signature

This declaration must be signed by a duly authorised agent of the supplier and uploaded on the IntegrityNext website.