
DECLARATION OF PRINCIPLES OF THE IREKS GROUP IN COMPLIANCE WITH HUMAN RIGHTS

in accordance with the Act on Corporate Due Diligence Obligations in Supply Chains of 16 July 2021 (LkSG)

Baking ingredients | Malts for brewing | Flavourings, confectionery baked goods & ice cream | Agricultural trade



The IREKS Group (IREKS) is an internationally operating and owner-managed Company Group headquartered in Kulmbach, Germany, with customers in about 90 countries worldwide.

IREKS includes, among others and also with headquarters in Kulmbach, the LUMEN Group and IRUSO GmbH as well as DREIDOPPEL GmbH with headquarters in Langenfeld. Additionally, IREKS has locations in more than 20 countries worldwide, partly as representative office, partly with training and baking centre as well as partly with smaller and bigger production sites.

As a partner for aroma and taste, we produce high-quality baking ingredients for bread and rolls as well as for confectionery baked goods – from improvers and mixes to malts and sourdoughs. In our malthouses, we produce a wide range of base and speciality malts from which large breweries and craft brewers create unique beers. The business divisions of flavourings and ice cream products complete our product range.

We determine the properties and quality of our most important grain raw materials as well as subsequent products right from the selection of the seeds. By means of permanent quality controls and complete traceability, we guarantee our customers the highest safety possible.

We are more than 3,000 team workers around the world who lend a hand. What unites us across borders is our IREKS spirit.

Our motivation: to make good things even better!

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Our international locations are the anchor points for our global network. This means we are close to our customers who, at the same time, benefit from our international expertise. Our solutions are as individual as our customers. Through the global exchange of experience, we recognise trends where they emerge and work with them to transform them into innovative products.

Vision has led IREKS through more than one and a half centuries of eventful history. It is due to forward-looking investments in innovative technology and in the development of new markets that we, to a great extent, thank our present position.

The **interaction of tradition and progress** leaves its mark on our company and, as a result, on our employees. Everyone endeavours to make good things better and to create enjoyment and variety in repeatedly new facets.

Whoever thinks long-term is **aware of his responsibility towards nature**, however. Because it is only when we understand the earth as a valuable partner and retain it as a living environment for humans and animals that future generations will be able to live in harmony with it. Ultimately, **all participants in economic life** whether at the beginning, in the middle or at the end of the value-added chain, have to **make their contribution** to retain the earth as a living space and at the same time to ensure responsible, balanced and fair cooperation across all national borders. In addition, this is an essential basis for maintaining social peace and for enforcing human rights at all levels.

We therefore mind that the principles laid down in our Code of Conduct, among others, are not only observed by all our employees, but also by our suppliers and business partners. We pursue a policy of **“zero tolerance”** for violations of our fundamental values. As a consequence, we expect our business partners and especially our suppliers to comply with the following minimum working conditions and environmental standards:

- ▶ No child labour (minimum age 15 years)
- ▶ No human trafficking
- ▶ No corruption
- ▶ No compulsory labour, slave labour or slave-like working conditions
- ▶ No use of physical, sexual or psychological violence and harassment
- ▶ Compliance with occupational safety
- ▶ Payment of fair wages and salaries
- ▶ No discrimination based on gender, descent, race, language, homeland and origin, faith, religious and political views or disability
- ▶ Respect and promotion of freedom of association
- ▶ Outlawing corruption and illegally accepting benefits
- ▶ Compliance with applicable environmental standards
- ▶ Avoidance of unnecessary waste of resources

We take compliance with minimum working conditions as well as environmental protection standards very seriously and do not hesitate to terminate a business relationship should the business partner systematically violate them or tolerate them among its upstream suppliers and business partners.

IREKS has set up a risk management system to monitor and maintain minimum working conditions and environmental protection standards in accordance with the LkSG (Act on Corporate Due Diligence Obligations in Supply Chains), which, based on a detailed individualised risk analysis and supplier audits derived from this, is suitable and designed to detect and effectively eliminate deficits and violations in its own business area and in the up-stream supply chain and, where possible, to proactively exclude them.

If our audits and investigations in our own business division of suppliers and business partners reveal actual or suspected deficiencies in compliance with our standards and the LkSG, we will eliminate them immediately. If we identify any violations by our business partners or third parties in the supply chain, we will always work in partnership and endeavour to remedy them in accordance with our Code of Conduct and within the framework of the law.

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The Management of IREKS is responsible for compliance with these guidelines. IREKS correspondingly trains their employees to live these values in the company. This begins with the conscious perception of violations of these principles, which are addressed and processed via the defined procedures and then lead to suitable measures for the company. This also applies to information from third parties.

With the clear and sincere commitment of our suppliers and business partners, we ultimately vouch to our customers, but also to the legislator, among others in accordance with the Act on Corporate Due Diligence Obligations in Supply Chains that we not only enforce our Code of Conduct in our value-added chain, but also respect human rights and environmental protection and ensure the enforcement of minimum working conditions as well and the preservation of nature.

Kulmbach, December 2023

Management