



## Intersnack Group/Intersnack Netherlands Code of Conduct

### Foreword

The Intersnack Group is proud to report a very successful development of its business within the branded and trademarked segment. Our success is based on our strong commitment to our company's core values. Defined by integrity and trust, our value-based operations have earned us a good reputation in the markets in which we operate. It takes many years to build a positive reputation, but it can be ruined overnight due to missing standards or individual mistakes. As the management of the Intersnack Group, we are therefore committed to overseeing the application of tried and tested principles regarding good Corporate Governance throughout the Intersnack Group.

This Code of Conduct outlines important principles of action which, in addition to our corporate values, should serve as a fundamental guiding principle for our day-to-day work. We have seven principles that describe our understanding of ethical, moral and legally correct behaviour that should apply to all of us. Please contact your manager or the compliance coordinator within your organisation if you still have questions or concerns regarding appropriate and proper conduct. You may also contact the Intersnack Group's Director of Governance, Risk & Compliance in confidence to discuss questions and seek guidance.

The Intersnack Group undertakes to comply with all applicable laws and regulations. With regard to special compliance topics, we provide regular training and inform you about new guidelines and rules of conduct.

Please take the time to read this Code of Conduct carefully. Always adhere to these principles in your work and decisions.

Management of Intersnack Netherlands

Management of Intersnack Group



**Principle 1: We produce quality snacks that meet the very highest standards.**

Food safety is our top priority. We are all responsible for ensuring that consumers can rely on the safety and quality of our products. Our products and processes always meet or surpass regulatory and industry standards for consumer health and safety. Professional, standardised processes and food safety standards are applied to ensure invariably safe, high-quality food products. Our entire supply chain is overseen and monitored, and suppliers are selected according to strict criteria.

**Principle 2: We always act with integrity.**

We say what we mean and mean what we say. We expect the same transparency and sincerity from all staff and all our business contacts. We exhibit ethical behaviour in all our dealings with customers, suppliers and business contacts, and we comply with all applicable laws and regulations.

**Principle 3: We engage in honest business behaviour and always act in the best interests of the Intersnack Group.**

We do business openly, honestly and ethically. Our principles are based on fair business practices as well as on reasonableness and fairness. The Intersnack Group deserves our undivided loyalty. We avoid conflicts between personal interests and those of Intersnack. Company property is respected by us and we treat company premises and facilities with care. We always treat business information from Intersnack as confidential.

**Principle 4: We condemn all forms of bribery and corruption.**

We neither practise nor tolerate bribery. We never offer money, gifts or other benefits to obtain undue preferential treatment or benefits for Intersnack. We do not ask business contacts for personal favours. We categorically reject all personal favours that could influence our business decisions.



**Principle 5: We treat people fairly.**

We treat people fairly. Everyone deserves equal opportunity in the pursuit of success based on performance, talent and commitment to Intersnack's values.

We promote enterprising behaviour and want to grow together with our staff and business contacts. We do not tolerate harassment and discrimination in the workplace. We provide safety and health protection in the workplace at all company sites. We act as a responsible member of each local community in which we operate.

**Principle 6: We engage in fair competition and respect the free market.**

We are committed to sincerity, integrity and honesty regarding our business operations. We also expect our suppliers and business contacts to adhere to these values.

We comply with all competition and antitrust laws. We adhere to the principles of fair competition and offer prices and conditions resulting from free competition. The legitimate interests of our customers and suppliers are respected. We are growing and improving in a competitive market.

**Principle 7: We respect the environment and conduct our business operations in accordance with CSR standards.**

Based on our conviction, profit-oriented growth, environmental protection as well as contributing to sustainable social development go hand in hand. We therefore strive, by optimising energy and water consumption, containing air pollution as well as limiting waste production, to continually reduce the environmental impact of our business operations and those of the supply chain. We require our suppliers, too, to systematically improve the social, environmental and ethical aspects of their products and processes, and support them in these endeavours wherever we can.



## ***How we comply with the code***

### **Seeking advice**

A code of conduct can never cover all the situations we may encounter in our work. So what should be done when these 7 principles do not provide for a specific situation?

Remember our company's core values:

- Think responsibly
- Act enterprisingly
- Grow communally

All our actions are based on our philosophy and our central values. These should guide us every day!

When we are not sure how to behave, we should inquire. There are several contacts available for this – our managers, compliance coordinators and the legal department. The Governance, Risk & Compliance Office of the Intersnack Group will also be happy to offer its support.

### **Bringing up issues**

What to do if you find that something is wrong in the Intersnack holding company or any of its subsidiaries? Every employee should feel responsible for taking action when something does not feel right or seems wrong. Has, in your opinion, anyone violated any law, the spirit of this code or any other corporate directive, please speak up! Contact your manager (provided that they are not involved in the alleged violation) or contact the human resources or legal department, compliance coordinator or a member of management.



If you believe you have a personal conflict of interest or wish to speak with someone outside your firm, please contact the Intersnack Group's Governance, Risk & Compliance Office at any time:

By post: Director of Governance, Risk & Compliance  
(private and confidential)  
Intersnack Group GmbH & Co. KG  
Peter-Müller-Straße 3  
40468 Düsseldorf, Germany

T: +49 211 710 65 290

E: [integrity-and-compliance@intersnackgroup.com](mailto:integrity-and-compliance@intersnackgroup.com)

Any actual or alleged violation of the code will be investigated immediately, without prejudice and in compliance with statutory obligations. It is helpful if you communicate who you are when reporting a suspicion or codex violation, as we can then contact you for further consultation and additional information. However, you can also report any actual or alleged violations anonymously. We guarantee maximum confidentiality and comply with statutory obligations in clarifying possible violations.

We encourage our employees to communicate openly and honestly. Any form of retaliation against individuals who report actual or alleged violations in good faith will not be tolerated in any way.

The employee declares that they are familiar with the rules set out in the Code of Conduct. They agree to abide by these rules and to act in accordance with this Code of Conduct.

***Please sign as read***