



CODE OF CONDUCT OF THE MELITTA GROUP



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Foreword by the Chief Corporate Management

Dear employees,

Responsible conduct and ethical business practices are the basis for our long-term business success. Furthermore, they are an expression of our values and convictions. It goes without saying that we all adhere to these principles.

With this Melitta Code of Conduct, we have defined rules of conduct that apply to our entire group of companies. They should help us all to act responsibly at all times in our day-to-day work. If there is any uncertainty about the correct behavior in a situation, please contact your supervisor, the Melitta Compliance Office or us directly.

Please read this Code of Conduct carefully and make its contents your own. In your field of activity, always check whether contracts and behavior comply with the rules defined here. If in doubt, please bring any discrepancies to the attention of your supervisors.

We want to be successful and also act with joy, responsibility, good conscience, commitment and in accordance with the legitimate interests of our employees, customers, suppliers, business partners, competitors and society. We have acted according to these principles in the past and they also form the foundation of our future actions.

We thank you in advance for complying with these principles in line with our values and corporate culture!



Jero Bentz
Melitta Group Management
GmbH & Co. KG
Chief Corporate Management



Volker Stühmeier
Melitta Group Management
GmbH & Co. KG
Chief Corporate Management

I. Introduction

The Melitta Code of Conduct is based on our corporate values of *Success Orientation, *Excellence, *Passion, *Cooperation, *Commitment, *Value and *Sustainability. It summarizes our existing guiding principles and provides the framework for our actions. By adhering to the Melitta Code of Conduct, we aim to strengthen the trust of our employees, customers, suppliers and business partners, thereby ensuring the success and independence of the Melitta Group as a family-owned company. Each employee is responsible for compliance with the Code of Conduct.

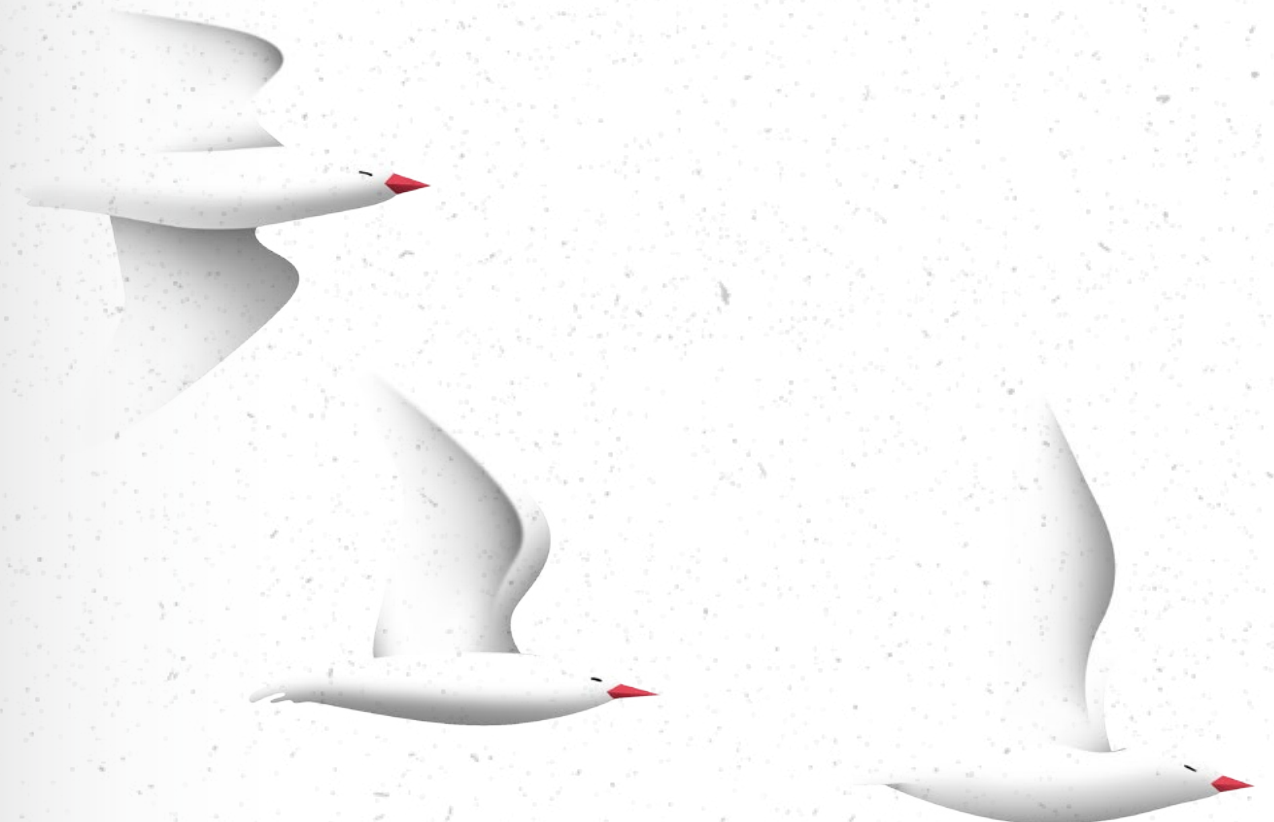
For better readability, we use the generic masculine except for the gender-neutral formulation "Employees". However, this always refers to all genders.

II. Binding nature of the Melitta Code of Conduct

The Melitta Code of Conduct sets a binding framework for ethical business practices and responsible and compliant behavior by our employees at all times. In addition to management, employees include all permanent and temporary employees of the Melitta Group, including freelancers.

Compliance with this Code of Conduct is a high priority for us, because violations of laws, regulations or internal rules not only contradict our culture and our corporate values. They also create a significant risk for Melitta and our employees, as they may be subject to fines, penalties, damages and loss of reputation.

All employees are familiar with the Melitta Code of Conduct. It is binding for all employees; violations can lead to consequences under labor law. Its contents are deepened accordingly in regular training courses. The requirements for our suppliers and business partners are described in the Melitta Supplier Code of Conduct.



III. Code of conduct

1. We comply with applicable law

Integrity is a high priority for us. It is therefore a matter of course for us to comply with the applicable laws and rules of the countries in which we operate. In addition to complying with internal company rules and legal and regulatory requirements, acting with integrity means doing the right thing at all times and acting ethically and responsibly as a company. In particular, we expect our managers to know and comply with applicable national laws and to make others aware of their application. Should the regulations of this Code of Conduct differ from local legal provisions, the stricter regulation applies in all cases.

2. Our culture of cooperation is based on respect, fairness and trust

We respect the dignity and personality of every person. Our dealings with each other are characterized by respect, fairness, team spirit, professionalism and openness. Cooperation is based on mutual respect, in which discrimination, bullying, harassment and unfair behavior have no place.

For us, skills and qualifications count. Any discrimination based on ancestry, origin, nationality, skin color, religion, ideology, trade union and political activity (provided it is based on democratic principles and tolerance), gender, age, sexual orientation, disability, illness and pregnancy will not be tolerated.

This applies to cooperation throughout the Melitta Group, as well as to our relationships with customers, suppliers and business partners in all countries and cultures. Our managers act as role models and prove themselves to be open and competent contacts.

3. We adhere to internationally valid labor and social standards

The Melitta Group respects human rights as they are set out in the UN Universal Declaration of Human Rights, the International Covenant of December 19, 1966 on Civil and Political Rights and the International Covenant of December 19, 1966 on Economic, Social and Cultural Rights. Melitta complies with the core labor standards of the International Labor Organization (ILO). According to this, the following principles must be observed:

- ◆ Freedom of association and right to collective bargaining
- ◆ Elimination of forced labor
- ◆ Abolition of child labor
- ◆ Prohibition of discrimination in employment and occupation
- ◆ Occupational health and safety

Adequate wages must not be withheld. More information on the topic of human rights and labor and social standards can be found in the Melitta Statement of Principles for Sustainable Development.

4. Environmental protection, climate and society are of great importance to us

We take our responsibility to protect the environment seriously by minimizing the environmental impact of our production and distribution processes and continuously developing new processes to protect and regenerate the environment. We design products in such a way that natural resources are conserved and used efficiently. We are committed to the international agreements and standards for the protection and regeneration of the environment and the climate as stated in the Melitta Statement of Principles on Sustainable Development.

As a family-owned company, Melitta is particularly aware of its social responsibility. That is why we are committed to the common good at our business locations. We are also involved in professional and trade associations to fulfill our responsibilities.

5. Fair competition and prevention of corruption are essential for us

We are committed to fair dealings with our customers, suppliers, business partners and competitors and support fair, undistorted competition. We do not enter into agreements with competitors that influence prices and conditions. Compliance with competition law requirements is of great importance to us. We reject any form of unlawful restriction of competition.

Corruption is not tolerated by Melitta. Melitta employees or business partners do not grant advantages to representatives of companies or government institutions in order to improperly influence decisions. At the same time, Melitta employees do not accept any benefits that could give rise to the appearance of improper influence. Invitations and gifts may constitute improper benefits if they exceed a customary and reasonable limit. Particular care must be taken when dealing with public officials, as the legal requirements are even stricter here. In this context, employees shall observe the internal guidelines for invitations, gifts, donations and sponsorships in particular. All business transactions are fully and accurately documented in accordance with applicable laws and internal rules.

All employees avoid situations in which their personal interests may conflict with Melitta's interests. This includes, in particular, financial, business, family or close friendships with competitors, customers, suppliers or business partners. In this context, employees observe the internal guidelines with regard to potential conflicts of interest.

6. We protect the data of employees, business partners and customers

The protection of personal data of our employees, customers, suppliers and business partners as well as the respect of national and international data protection regulations is a matter of course for us.

We only process personal data if a legal basis exists. We ensure the confidentiality, integrity, availability and resilience of processed information and data through appropriate technical and organizational measures.

Unauthorized interference with data processing systems or malfunctions can have serious consequences, such as data loss, theft of personal or sensitive data, and infringement of trade secrets or copyrights. We therefore protect stored data through appropriate measures.

7. Trade secrets and intellectual property rights are protected

We protect Melitta's intellectual property. This includes, for example, patents, designs, trademarks, copyrights and protected know-how. There is no unauthorized use. It goes without saying that we respect the intellectual property rights of third parties.

We treat Melitta's internal company information and trade secrets as confidential and prevent access by third parties. This is how we secure our lead over competitors. Should customers or business partners grant us access to their trade secrets, we will treat them confidentially.

8. We comply with supply chain standards, export control and money laundering prevention

A reliable supply chain is of great importance to Melitta. That is why we carefully select our business partners and suppliers at all times. We audit on a risk basis and expect our business partners and suppliers to adhere to the same principles and rules as Melitta.

As a global company, we comply with local import and export regulations and observe local and international accounting and tax rules. Compliance with foreign trade regulations is of great importance to Melitta. We comply with sanctions and embargoes. We also comply with applicable money laundering laws and implement appropriate prevention measures.

9. Occupational safety and product safety have high priority for us

All employees of the Melitta Group must ensure a safe and healthy working environment and comply with the laws and regulations on occupational safety and health. We also take preventive health protection measures. This should minimize risks and create a healthy working environment, which is essential for the general health and well-being of employees.

Our products are characterized by their high quality. We comply with technical regulations and regulatory requirements at all times and always strive for the highest product safety. This is of essential importance, especially in the food sector.

10. We use corporate resources responsibly

We use corporate resources responsibly and economically. Melitta property, assets and other company resources are to be used exclusively for official purposes. Private use is only permitted if this is expressly provided for or approved. Any form of theft, fraud and embezzlement is expressly prohibited.

IV. Compliance culture and responsibility

This Melitta Code of Conduct is a central element of the Melitta Compliance System. It reflects Melitta's compliance culture and is binding for all employees in the Melitta Group. Violation of the Code of Conduct may have consequences under labor law.

As employees, we all bear the responsibility for complying with the values and rules described here. Adherence to these values and rules is the basic prerequisite for our good compliance culture. Managers have a special role model function and thus also bear responsibility for ensuring that values and rules are observed in their teams. The values and rules of the Melitta Code of Conduct are regularly communicated to all employees and integrated into business processes in an appropriate manner. Managers are responsible as role models for communicating the values, rules and legal framework to employees.

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IV. Melitta Whistleblower Office

All employees are encouraged to raise with their supervisors at an early stage any conduct that may conflict with the principles of the Melitta Code of Conduct or legal requirements. This is part of Melitta's established and practiced culture of dialog. In addition, the Melitta Compliance Office can be informed at any time with regard to possible violations of the Melitta Code of Conduct (compliance@melitta.com).

Furthermore, it is possible to report information about violations of the law and violations of the Melitta Code of Conduct confidentially and, if desired, anonymously via the whistleblower channels provided by Melitta specifically for this purpose (www.melitta-group.com). Secured processes and appropriate technical measures ensure the protection of whistleblowers when submitting reports.

If you have any questions about the Melitta Code of Conduct or compliance issues, you can contact your supervisor or the Melitta Compliance Office at any time.

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www.melitta-group.com

Legal notice

Published by Melitta Unternehmensgruppe Bentz KG

Editorial team in Corporate Communications and Sustainability, Marienstrasse 88, 32425 Minden,

Tel.: + 49 571 40 46-0, Fax: + 49 571 40 46-499, Email: due.diligence@melitta.de

Illustration: DAQ, Barcelona / Design: Dreiquartel, Munich