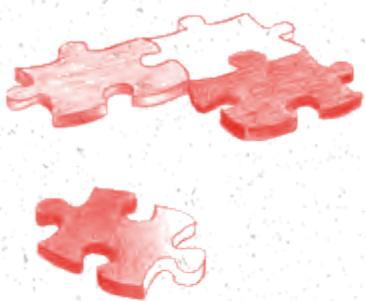




Code of Conduct for Suppliers



Preamble

Ethical business practices and responsible behaviour are the basis for the long-term success of our company. They are also an expression of our values and convictions. We expect our suppliers to embrace these principles and to ensure compliance with the standards defined in this Code of Conduct and to promote compliance throughout the supply chain.

The reference frameworks are the United Nations Declaration of Human Rights, the Guidelines for Multinational Enterprises from the Organisation for Economic Cooperation and Development (OECD) and the conventions of the International Labour Organisation (ILO).

The Code of Conduct for Suppliers is aimed at both manufacturing suppliers and service providers and is part of our contractual framework agreements with our suppliers. It is based on the Melitta Code of Conduct and is applicable throughout the Group. Should the provisions of this code of conduct or international legal provisions and conventions deviate from local regulations, the stricter regulation always applies.

Melitta reserves the right to check compliance with the standards defined in the Code of Conduct for Suppliers. Violation of this code of conduct may result in termination of the contract.

I. Ethical Standards

1. COMPLIANCE WITH APPLICABLE LAWS

Our suppliers comply at all times with the applicable laws and regulations of the countries in which they operate. This applies regardless of whether compliance is monitored by government authorities.

2. FAIR COMPETITION AND ETHICAL BUSINESS PRACTICES

Our suppliers treat their business partners and third parties fairly and support fair and authentic competition. Our suppliers do not tolerate corruption or the granting of advantages in any form whatsoever. They voluntarily comply with the anti-corruption recommendations contained in the OECD Guidelines for Multinational Enterprises.

Our suppliers undertake not to provide any Melitta Group employee with unfair advantages in connection with business activities. In particular, this is to be assumed if the nature and extent of this advantage are such as to improperly influence the employee's actions and business decisions. Obviously, third parties such as brokers, sponsors, agents or other intermediaries may not be used to circumvent this rule.

II. Labor and social standards

1. RESPECT FOR HUMAN RIGHTS

Our suppliers commit themselves to respecting human rights in accordance with the UN Universal Declaration of Human Rights.

2. CHILD LABOR AND YOUNG WORKERS

Child labour is not permitted. The ILO conventions apply as a minimum standard for the employment of young people.

3. FORCED LABOR

Forced labour is not permitted. This applies to forced and slave labour as well as prison labour.

4. DISCRIMINATION

Our suppliers are committed to equal opportunities and non-discrimination. Discrimination against employees, for example on the basis of race, origin, nationality, skin colour, religion, ideology, political or trade union activity, gender, sexual orientation, age, disability, illness or pregnancy, is not permitted.

5. EMPLOYEE RIGHTS

Our suppliers pay fair wages and organise working hours and social benefits in line with industry standards or international conventions. Employment contracts are always agreed in writing.

Our suppliers guarantee employee health and safety services that comply with national and international standards. They strive to continuously improve the working environment.

6. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our suppliers respect active and passive freedom of association and the right to collective bargaining within the framework of legislation specific to each country.

III. Environmental standards

We expect our suppliers to take their responsibility to protect the environment seriously. This includes, in particular, keeping the environmental impact of production processes as low as possible, developing new processes to protect the environment and designing new products in such a way that natural resources are conserved and used efficiently. Suppliers should constantly strive for the best possible product safety and quality.