



Code of Conduct

Social Responsibility – Rules of Conduct for Companies of the Storck Group

Preamble

Storck's corporate philosophy is shaped by respect and a sense of responsibility towards consumers, employees and business partners. For more than 100 years, our entrepreneurial actions have been guided by sincerity, integrity and fairness.

Storck products are made by people for people – that is why people are at the centre of what we do. Storck respects the dignity and personality of the individual, their rights and their need to pursue own interests. In addition, Storck is aware that as a part of society, we contribute to its character. Accordingly, we conduct our business in a way that fulfils this responsibility towards society as a whole.

As a concrete manifestation of this fundamental ethical stance, the company undertakes to comply with the following Storck Code of Conduct:

Scope

The Storck Code of Conduct was established by August Storck KG as the parent company of the Storck Group. It documents requirements that are binding for all companies of the Storck Group. Moreover, the rules of conduct set forth in the Storck Code of Conduct set the standard for all business relations that companies of the Storck Group enter into or maintain with suppliers, service providers and their subcontractors.

Compliance with laws

All applicable laws, internationally accepted conventions such as those of the International Labour Organisation (ILO) and the United Nations (UN), and all other binding provisions and industrial standards shall be complied with as a minimum benchmark.

Child or adolescent labour

Storck rejects child labour and in particular any form of exploitation of children and adolescents. Children and adolescents must not be allowed to work before the end of their compulsory education. The minimum age of work must not be less than 15 years. An exception are student work placements/internships that are supported in keeping with the requirements of school education in order to develop and support vocational perspectives.

Adolescents can be employed, but never for more than eight hours a day, nor during school hours. It is not permitted for adolescents to work during night hours. The daily overall workload resulting from work and travel to and from the workplace must not exceed ten hours.

Children and adolescents must never be exposed to any hazardous, unsafe or unhealthy situations during the course of legal employment.

Forced labour

Storck rejects all forms of forced or compulsory labour and slave labour. Employees must not be subjected to any arrangement or practice that restricts their personal freedom of movement or freedom to legally engage in another activity or that in any other way pressures them to perform involuntary work. It shall be inadmissible to withhold an employee's remuneration, possessions, property or documents in order to compel any employee to continue working for the company. No employee ever pays for the opportunity to work. Storck never demands payment from employees in connection with hiring or work for the company.

No unlawful employment

All work must be performed on the basis of legally binding employment contracts in accordance with the applicable laws and regulations. If work-from-home arrangements or external contractors are used, remuneration and working conditions must be ensured that meet at least the legal minimum standards for employees.

All workers must be informed of their rights, responsibilities and terms of employment before agreeing to the employment relationship. If necessary, written documents must be translated into a language they understand.

Health and safety

A safe and healthy workplace and working environment shall be ensured. Employees' safety and health shall take priority over all other concerns. Framework conditions and occupational health and safety measures shall be established that help prevent accidents and injuries in the course of work. In addition to workplace setup and the provision of protective equipment, this shall include regular training with regard to possible health hazards. It shall also include instructing employees on the measures and conduct required to achieve and maintain the necessary level of safety. Employees shall be urged to report all incidents and safety issues.

Environment and sustainability

Every entrepreneurial action shall take into account the protection of nature and the environment. Raw materials, energy, residues and waste materials shall be used responsibly and managed accordingly. Storck strives to avoid and continuously reduce environmental impact and to ensure sustainable use of natural resources.

Freedom of association and collective bargaining rights

The right of employees to form, join or leave associations or organisations of their choice and to act on behalf of such associations shall be respected and the exercise of such rights shall be protected. The same shall apply to the right to collective bargaining. The admissible exercise of these rights shall not have negative consequences for employment or employees and their representatives. Employees shall be granted the right to elect workers' representatives, even if freedom of association is restricted by national law. Workers' representatives shall be allowed to have access to employees at their place of work.

Discrimination

There shall be no discrimination or unequal treatment, neither in general nor in particular regarding recruitment, employment or termination of employment. Applicants and employees shall not be discriminated against, given preferential treatment, excluded or otherwise put at a disadvantage on the basis of gender, colour, race, creed, age, ethnic, national or social origin, disability, sexual orientation, political opinion or other personal circumstances, nor on the basis of any other aspects that might suggest discrimination.

Disciplinary measures

Storck urges employees and in particular superiors to comply with applicable laws protecting human dignity and to follow the dictates of respect and fairness whenever applying disciplinary measures. Any and all forms of physical, psychological, sexual or verbal harassment and any other forms of coercion or intimidation are strictly prohibited.

Working hours

Working hours (regular working time and overtime) must comply with laws and regulations applicable at the place of work, taking into account collective bargaining agreements and industrial standards. Regular weekly working time must not exceed 48 hours. On principle, overtime is worked on a voluntary basis, unless statutory provisions, collective bargaining agreements or company agreements based on such provisions permit compulsory overtime. Overtime must not result in more than 12 hours in excess of regular weekly working hours, nor in more than 60 working hours per week. Overtime must be remunerated at a higher rate in accordance with statutory provisions and collective bargaining agreements.

Employees shall be provided with at least one day off following every six consecutive days of work. Exceptions to this rule shall not be admissible unless provided for by national laws and freely negotiated collective bargaining agreements.

Remuneration

Employees shall be entitled to appropriate remuneration. The remuneration paid shall match at least the binding minimum wage guaranteed by law or usually paid in the respective sector. Wage deductions for disciplinary purposes are not permitted. At regular intervals, employees shall be given full and comprehensible information about the remuneration and its elements. At minimum, the remuneration for full-time employment shall be set at a level that allows employees to meet their basic living needs and additionally provides them with some discretionary income.

Corruption

Storck refuses to offer or grant unlawful advantages to third parties. Storck expects its business partners and their employees never to promise or grant such advantages to employees of Storck, their relatives, those close to them or to Storck itself. Any form of bribery or corruption is prohibited.

Management system

Storck maintains a suitable management system ensuring implementation of, compliance with and review of the standards of the Storck Code of Conduct.

Suppliers, service providers and subcontractors

Storck expects suppliers, service providers and their subcontractors to comply with the rules set forth in the Storck Code of Conduct. Storck further expects direct and indirect partners to align their conduct with these principles. Storck urges these business partners to subject their implementation of the rules of conduct to a continuous improvement process, to ensure comprehensible documentation and to require their subcontractors and other agents to comply with these rules.

Principles of interpretation

The rules of the Storck Code of Conduct are in line with ILO conventions; the UN Universal Declaration of Human Rights; the UN International Covenant on Civil and Political Rights; the UN International Covenant on Economic, Social and Cultural Rights; the UN Guiding Principles on Business and Human Rights; the UN Convention on the Rights of the Child; the UN Convention on the Elimination of All Forms of Discrimination against Women; and the requirements of the international standard Social Accountability 8000. The interpretation of the Storck Code of Conduct should therefore be consistent with the spirit and purpose of these rules.

Corrective measures

At all times, employees and interested third parties are entitled and expected to report any violation of the Storck Code of Conduct to the management. In the event of violations, Storck will take appropriate corrective measures. Reporting persons shall not be subject to disciplinary action or any other reprisals in connection with providing information.

Information regarding violations of the Storck Code of Conduct can be addressed to:

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