

Human Rights Policy Statement of the CITTI/ CHEFS CULINAR Group

We, the CITTI/ CHEFS CULINAR Group, are a reliable supplier for bulk consumers and the catering industry, an expert in commercial kitchen technology and a strong partner to the shipping industry. As an owner-managed family business, we believe that we have a special responsibility to work towards improving the global human rights situation and environmental protection - both within our own business area and along our supply chains. We respect, protect and strengthen the human rights of individuals and are committed to preventing human rights violations. We stand by this responsibility as a company, regardless of the ability or willingness of individual states to fulfil their duty to protect human rights and the environment.

Our corporate standards for responsible behaviour are set out in the Code of Conduct of the CITTI/ CHEFS CULINAR Group. This applies to the entire business area and must be observed by the management and all employees in the performance of their assigned tasks. Additionally, our corporate behaviour is based on the following international reference instruments, to which we are expressly committed:

- International Charter of Human Rights of the United Nations, which includes the Universal Declaration of Human Rights as well as the Civil and Social Covenants;
- Core labour standards of the International Labour Organization (ILO).

We also expect the highest social and environmental standards from our suppliers. Respect for human rights and the promotion of environmental protection are the basic prerequisites for working with the CITTI/ CHEFS CULINAR Group. In order to identify where particular risks exist in our supply chains at an early stage, we carry out annual and ad hoc risk analyses in our own business area and at our direct suppliers as part of our risk management system. Internal audits are used to question our relevant departments regarding human rights and environmental risks and corresponding documents, as process descriptions, are stored.

Using technical support, we first analyse our suppliers by country of origin and sector of activity to determine potential risks (= abstract risk analysis). We then use questionnaires to systematically determine the actual risk potential of any high-risk suppliers (= concrete risk analysis). The documented bundling of various information within our management system enables us to create a so-called compliance circle for each supplier and our own business division and to determine a risk score.

Based on this risk analysis, we have identified the following priority risks in our own business area and at direct suppliers:

- Unequal treatment in employment,
- causing harmful changes to the soil or noise emissions, water or air pollution, or excessive water consumption, and
- failure to comply with occupational health and safety obligations.

To prevent these and other risks in the CITTI/ CHEFS CULINAR Group's own business area, we have implemented various preventive measures. For example, affected employees are regularly trained in occupational health and safety and salaries are determined based on collective labour agreements to prevent unequal treatment. As part of our Supplier Code of Conducts, we contractually ensure that our suppliers comply with the human rights and environmental due diligence obligations of the LkSG and address them appropriately along their supply chains. To check the effectiveness of the agreements made, we reserve appropriate contractual monitoring rights.

If it is established that a violation of a human rights or environmental obligation has already occurred or is imminent, a targeted remedial process will be initiated. We do not tolerate such violations. Depending on the severity of the offence, we take individual remedial measures in the form of training or supplier audits, up to and including terminating the business relationship. Despite all due diligence, the large number of business partners involved means that violations may initially go undetected. For this reason, we have a whistleblower system that our business partners, customers and employees, as well as third parties, can use to anonymously report breaches of due diligence at any time.

Our presence on the market is based on a basic entrepreneurial understanding: we comply with laws and internal guidelines at all times. We document the fulfilment of our due diligence obligations on an ongoing basis so that we can provide regular and transparent information. A report is published in accordance with legal requirements.

The CITTI/ CHEFS CULINAR Group is aware that the implementation and monitoring of all human rights and environmental due diligence obligations is an ongoing process. The growing challenges at national and international level are also a constant reason for us to review our standards. We always strive to meet these challenges with personal commitment, technical support, and ongoing development.