

## **Code of Conduct (CoC) of Kennel AG**

### **Principles and scope**

As a responsible company, Kennel AG is committed to social, environmental, and economic responsibility throughout the entire supply chain. This Code of Conduct sets out Kennel AG's expectations of all business partners, in particular suppliers.

Compliance with these principles is a prerequisite for any cooperation.

### **Social and ethical principles**

Child labor is not accepted under any circumstances, either directly or indirectly. All employees involved in the entire procurement process must be at least 14 years old.

Any form of forced labor, labor exploitation, or restriction of personal freedom is prohibited. No persons may be employed in the entire supply chain whose employment relationship is characterized by exploitation of the situation, pressure, or lack of a legal basis.

Discrimination based on ethnic origin, gender, religion, ideology, political opinion, disability, age, or sexual orientation is strictly prohibited. Procurement from regions where systematic torture or serious human rights violations occur must be avoided.

The right to freedom of association, union membership, freedom of assembly, and collective bargaining is fully respected, even in countries where this is not expressly regulated by law. All persons employed in the supply chain are entitled to fair remuneration, at least in the amount recommended by local non-governmental organizations or recognized fair trade initiatives. Overtime and social benefits are compensated correctly.

Raw materials must not be produced on land that has been acquired unlawfully. Property rights must be respected and conflicts over land must be avoided.

### **Occupational safety, health, and emergency preparedness**

Occupational safety and health protection shall comply with national laws as a minimum and, if these fall short of European standards, shall be brought into line with them through appropriate measures.

Risks are identified and minimized, emergency plans such as fire protection and evacuation procedures are implemented, and regular training courses are held. Employees are protected from chemical, biological, and physical hazards. Information on hazardous substances and appropriate training courses are provided and documented.

### **Data protection and information security**

Personal data and confidential business information must be protected in accordance with applicable law and recognized standards of information security.

**Integrity, anti-corruption, and fair competition**

Corruption, bribery, fraud, or anti-competitive behavior are not tolerated. Employees and relevant business partners receive regular training on anti-corruption and compliance. Competition and communication are conducted fairly and transparently.

**Environmental and resource protection**

Our partners are committed to the careful use of natural resources.

The use of plant protection products that are banned in Switzerland or the EU is not permitted, even in third countries. Agricultural practices must not lead to soil degradation, water scarcity, or longterm environmental damage.

Chemicals and wastewater must be disposed of in accordance with the applicable regulations. If national structures and regulations are lacking, the approach adopted in the European Union shall be followed. Forest areas with ecological or cultural conservation value may not be rezoned for agricultural purposes. Cultivation areas may not be located on land that was cleared after 1994.

Waste must be minimized and emissions, particularly from drying processes, must be reduced to a minimum and, where possible, achieved using renewable energy sources. Over-exploitation and the use of fossil groundwater sources to maximize profits are prohibited.

Sustainable cultivation and production methods such as GACP and certified organic supply chains are always to be preferred.

**Product safety and legal requirements**

All partners are required to comply fully with national and international laws, standards, and regulations. Complete traceability, HACCP-based risk analyses, and preventive measures against food fraud are expected. Suppliers must ensure that their organization has appropriate control systems in place and regularly checks their effectiveness.

**Implementation, control, and whistleblower protection**

Compliance with these core values is binding.

By signing this document or accepting an order, the business partner commits to consistently implementing and regularly monitoring these principles throughout its entire value chain. Any identified issues must be actively communicated and improvements initiated immediately. Reports of violations can be made confidentially and without fear of reprisals.

St. Gallen, April 1, 2025