

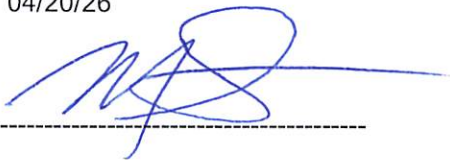
Jungbunzlauer

April 20, 2026

Jungbunzlauer Canada Inc. is a subsidiary of Jungbunzlauer Holding AG and as such falls under the management of the Corporate Headquarters. Jungbunzlauer Canada Inc produces Citric Acid and its associated products in Port Colborne, Ontario. Jungbunzlauer has committed to reducing the risk of Forced Labour and Child Labour through policies and training, along with the use of Third-Party assistance. The Modern Slavery and Human Trafficking Statement issued by Bruno Tremblay (CEO) and Sara Merian (CFO) of Jungbunzlauer outlines the steps taken by Jungbunzlauer to address this issue. There are also policies in place on the website of Jungbunzlauer that apply to all employee's of Jungbunzlauer including but not limited to the Human Rights Policy, Working Conditions Policy, Safety Security and Health Policy and the Jungbunzlauer Code of Conduct. The global supply chain of Jungbunzlauer is focused on the sourcing and transportation of raw materials and packaging materials for the production process of biobased ingredients, and more than 4,000 companies supplied goods and services during the reporting period to all Jungbunzlauer sites. Suppliers are required to follow the Supplier Code of Conduct and the Sustainable Procurement Policy. The suppliers are verified with Supplier Audits and visits along with 3'd party audits such as QRC (TransCaer-Responsible Care). Training of all staff with a valid email address is conducted every 2 years and includes Compliance Basics, Social Compliance, Preventing Corruption and Responsible Exporting. Attached are the documents supporting Jungbunzlauer's focus on curtailing and reducing the risks of Forced Labour and Child Labour.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year 2025.

- Mike Smith
- CFO
- Canadian Operations
- 04/20/26



I have the authority to bind Jungbunzlauer Canada Inc.

- Chirag Shah
- General Manager Canadian Operations
- 04/20/26



I have the authority to bind Jungbunzlauer Canada Inc.

Jungbunzlauer

To whom it may concern

Basel, 20 March 2026

Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2025

This statement is made pursuant to the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2015, the Australian Modern Slavery Act 2018, the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 2021 (DDTrO) and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (S-211).

It explains our efforts to identify, assess and manage the risks of modern slavery, including forced labour and child labour, and human trafficking within our business and our supply chain.

This statement was approved by the Board of Directors of the Jungbunzlauer Group on 20 March 2026.

Our Business

Jungbunzlauer is a leading producer of high-quality, sustainable ingredients from natural sources, serving industries from food and beverage to health and personal care, cleaners and detergents, among others. Leading the way in developing naturally better ingredients that enhance everyday life, we are a trusted partner offering a diverse portfolio of Acidulants, Texturants, Sweeteners, Minerals and Solutions to meet our customers' evolving needs.

Founded more than 150 years ago as a distillery in Jungbunzlau, Bohemia, Jungbunzlauer has grown into a CHF 1.1 billion company, driven by over 1,400 dedicated colleagues committed to a healthier, more sustainable future. Headquartered in Basel, Switzerland, family-owned, with state-of-the-art production sites including large-scale fermentation operations across Europe and North America, we proudly serve more than 130 countries worldwide through our global sales organisation and local distribution partners covering Europe (including Middle-East and Africa), Americas and Asia-Pacific.

Our purpose commits us to care for People and the Planet. We strive to fulfil it by relying on our values as the basis of everything that we do. Acting with integrity, we aim to operate our business according to highest ethical, social and environmental standards. We have integrated a framework of principles, guidelines and policies that is communicated and available to all employees and other stakeholders.

Our Commitment

Jungbunzlauer prohibits any form of modern slavery and human trafficking within its organisation and supply chains.

Our Code of Conduct and our Human Rights Policy state our commitment to free choice of employment and to compliance with national labour laws, the UN Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UNICEF Children's Rights and Business Principles and the UN Guiding Principles on Business and Human Rights (UNGP).

Our Supplier Code of Conduct explains our requirements for our suppliers in the areas of human rights, labour, environment and anti-corruption. The principles stated include the elimination of all forms of forced and compulsory labour and the effective abolition of child labour.

Assessment of Own Operations and Upstream Supply Chain

Five out of in the meantime six production sites of Jungbunzlauer are located in countries rated as "basic" by UNICEF in its Children's Rights in the Workplace Index ("CRWI"), i.e. with a low risk of child labour, and one production site acquired end of 2025 is located in a country, the USA, rated as "enhanced" by UNICEF in its Children's Rights in the Workplace Index ("CRWI"), i.e. with a higher risk of child labour.

Currently, our four largest production sites in Austria, Canada, France and Germany participate in the Supplier Ethical Data Exchange ("SEDEX") platform with the aim to track social and ethical performance, and to drive improvements in responsible business practices. A core principle of SEDEX is to avoid unfair and unsafe labour practices including modern slavery and human trafficking. The SEDEX Self-Assessment Questionnaire ("SAQ") is updated at least once a year for each of these production sites. Each of them is also checked every two years by an external auditor using the SEDEX Members Ethical Trade Audit ("SMETA") process. Findings are closely monitored, and non-compliance rapidly remediated through appropriate corrective actions.

Jungbunzlauer recognises the human rights risks inherent in global sourcing. As a large-scale ingredients producer with a manufacturing footprint in the European Union and North America, we source goods needed to manufacture our products mainly locally, i.e. within the country of our production site or in surrounding countries. Our due diligence process identified that our residual risks in relation to modern slavery and human trafficking are mainly at our limited number of suppliers manufacturing goods outside of these regions.

We strive to select our suppliers carefully and make them aware of our Supplier Code of Conduct prior to engagement. For goods purchased by our production sites which are manufactured in countries rated as "enhanced" or "heightened" by UNICEF in its CRWI, i.e. with a higher risk of child labour, we conduct regularly an assessment, using an adverse media screening tool, to determine whether there are reasonable grounds to suspect child labour in the manufacturing of these goods in a risk-based approach and according to the best effort principle. Furthermore, we assess additional suppliers with the same tool on a number of ESG risks, including forced labour and human trafficking.

In our assessment for the year 2025, we concluded that there are no reasonable grounds to suspect child labour, forced labour or human trafficking in the production sites of the goods sourced by Jungbunzlauer, and that we are therefore exempt from further due diligence and reporting obligations in accordance with Art. 5 para. 2 of the DDTrO.

Furthermore, we do not import or process gold, tin, tungsten or tantalum in quantities exceeding the thresholds specified in the DDTrO. We therefore concluded that we are exempt from further due diligence and reporting obligations in relation to Minerals and Metals from Conflict-Affected Areas.

Trainings

All relevant employees of Jungbunzlauer undergo a compliance training program in their first year of employment and a refresher compliance training program every two years thereafter. The program includes trainings on compliance basics, social compliance and whistleblowing.

Raising Grievances

Jungbunzlauer takes all reports of potential misconduct very seriously, and we have established a transparent and fair process to deal with any concern or grievance.

We encourage our employees and external stakeholders to inform us of possible ethical or legal violations, and we commit to investigate thoroughly any arising issue and to solve it. If feeling uncomfortable to speak up, our employees and external stakeholders can also communicate any identified or suspected misconduct anonymously via our third-party whistleblowing system accessible from our intranet and our website.

Our executive managers and boards of the individual Group companies report to the CEO when any such grievance or concern is being raised. In addition, they provide at least one annual update on the overall situation regarding such issues. Reports of potential misconduct of the CEO are directed to the Chair of the Board of Directors of the Jungbunzlauer Group. The CEO provides the Board of Directors with a summary report on any such issues that may have arisen.

Conclusion

Jungbunzlauer is committed to preventing modern slavery and human trafficking in all its forms, and we will continue to work diligently to prevent any misconduct relating to modern slavery or human trafficking in our own operations and in our upstream supply chain.



Bruno Tremblay
CEO



Sara Merian
CFO

Jungbunzlauer

Supplier Code of Conduct

Headquarters **Jungbunzlauer Suisse AG**

4051 Basel · Switzerland · Phone +41 61 295 51 00 · headquarters@jungbunzlauer.com · www.jungbunzlauer.com

1. Foreword from Executive Committee

At Jungbunzlauer, we hold ourselves to the highest ethical, social, and environmental standards. These standards reflect who we are and how we work, grounded in our belief that the way we do business is just as important as what we achieve.

To support this, we've put in place a clear and practical framework of policies, guidelines and principles that help each of us act with responsibility and purpose. These are more than rules — they are everyday tools shaped by our values of care, curiosity, collaboration and courage.

Compliance with all applicable laws and regulations is essential — it is the foundation of every responsible decision we make. This includes adherence to human rights principles, employment and environmental law, competition and anti-corruption law, product regulations, export controls and trade restrictions, financial and accounting standards, etc. We are also committed to fostering a fair, open and transparent business environment.

As a precondition to any and all business transactions, we expect the same high standards from our business partners. We value relationships with organisations that share our commitment to integrity and who take clear action when standards are not met.



We expect the same high standards from our suppliers as we set for ourselves.

2. Introduction

This Supplier Code of Conduct applies to all suppliers, contractors and other business partners (hereafter “Suppliers”) who are in a business relationship with Jungbunzlauer. It is based on and refers to the Ten Principles of the United Nations Global Compact (UNGC).

Jungbunzlauer requires that all Suppliers act in accordance and compliance with this Supplier Code of Conduct. In addition, all Suppliers must comply with all relevant laws, regulations, and industry standards of the countries where they operate and with all obligations which arise from supply chain due diligence laws with respect to the protection of social and environmental obligations specified therein. Otherwise, the consequences could include anything from the termination of contract up to potential legal consequences.

It is within the responsibility of Suppliers to ensure that all their concerned employees are aware of this Supplier Code of Conduct.

Suppliers are expected to ensure that their business partners (i.e. suppliers, contractors or subcontractors) adhere to codes of conduct which are in all material respects equivalent to this Supplier Code of Conduct and that their business partners comply with all applicable local, national and international laws relevant for their respective business, including all obligations which arise from supply chain due diligence laws with respect to the protection of social and environmental obligations specified therein.

In case of any questions with respect to this Supplier Code of Conduct or in case of any doubts with respect to its interpretation or application, please contact your familiar procurement representative at Jungbunzlauer.

3. Social Responsibility

The following section is based on and refers to human rights principles, which include the United Nations (UN) Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions and Recommendations, the UNICEF Children's Rights and Business Principles and the UN Guiding Principles on Business and Human Rights (UNGP).

3.1. Human Rights

Suppliers prohibit any form of modern slavery, including forced labour and child labour, and human trafficking within their organisation and supply chains. Child labour is considered as any activity not complying with ILO Minimum Age Convention 138, 1973, and ILO Worst Forms of Child Labour Convention 182, 1999. Suppliers have written procedures in place to verify the age of employees and to comply with all national laws regarding the employment of young workers. Suppliers have a zero-tolerance for land-grabbing and conduct their business in a manner that respects the rights and well-being of local communities.

3.2. Diversity, Equity and Inclusion

Suppliers do not tolerate harassment, bullying or intimidation in any form. Suppliers provide fair and equal opportunities across all levels of their organisations. They do not tolerate discrimination in any form against any employee or applicant based on their nationality, ethnicity, religion, gender, age, sexual orientation, disability, union membership, political affiliation or any similar characteristic.

3.3. Safety and Health

Suppliers are committed to provide a safe and healthy working environment for all their employees, contractors and visitors. They prioritise the safety and well-being of individuals, emphasising the prevention of accidents and injuries and the promotion of overall health.

3.4. Fair Employment Standards

Suppliers respect the right of employees to freedom of association and their right to form labour unions. Suppliers are committed to comply with all applicable wage and hour laws and regulations and endeavour to pay local fair wages to all employees, allowing a decent standard of living for the employees and their families.



A safe, inclusive and fair workplace is fundamental to every partnership.

4. Business Ethics and Corporate Governance

4.1. Personal Conduct

Employees of suppliers avoid situations where their personal interests conflict or might conflict with the interests of their organisation. Employees of suppliers only exchange gifts and entertainment that are appropriate to the business relationship and small in monetary value.

4.2. Business Conduct

Suppliers do not tolerate bribery or any form of corruption and are committed to comply with all applicable anti-bribery laws. They do not offer, request, accept, or make any improper payments to or from suppliers, customers, or public officials. Suppliers are committed to uphold all applicable competition and anti-trust laws of all countries where they conduct their business. They do not tolerate, facilitate or support money laundering in any form. Suppliers are committed to uphold all applicable economic sanctions and embargoes imposed by the UN, the USA, the EU or by law.

4.3. Responsible Sourcing

Suppliers are committed to source goods and services responsibly from parties complying with applicable laws in a manner that emphasises ethical, social and environmental considerations.

4.4. Protection of Tangible and Intangible Assets

Suppliers keep their assets safe from loss and damage and use them only for their intended purpose. They are committed to maintain confidentiality, integrity and proprietary nature of all confidential information as well as intellectual property rights. Suppliers protect the personal data of their employees and third parties and treat such information with reasonable care. They are committed to uphold all applicable data protection laws, to conduct regular risk assessments and to implement robust cybersecurity measures.

4.5. Product Responsibility

Suppliers strive to adhere to stringent quality standards throughout the product life cycle. They seek to actively identify the risks associated with their products and the potential impact of their products and their packaging on people and the environment.

4.6. External Communication

Suppliers are committed to transparency and accuracy of their external communications and to use their corporate, business or personal channels appropriately. They ensure reliable reporting in line with mandatory requirements. Suppliers collaborate with governmental administrations and agencies for legal compliance.



Do the right thing — even when no one's watching.

5. Environmental Responsibility

The following section is based on and refers to environmental principles, which include global treaties on environmental protection such as the Montreal Protocol, the Basel Convention, the Convention on Biological Diversity, the Kyoto Protocol, the Stockholm Convention, the Minamata Convention, the Paris Agreement and all national regulations for environmental protection.

5.1. Climate Change

Suppliers implement initiatives that are aligned with global efforts to mitigate climate change. They continuously seek innovative solutions to reduce their carbon footprint.

5.2. Water

Suppliers are committed to use water responsibly at their production sites and throughout their supply chain. They continuously seek to reduce water usage, increase water recycling and return properly treated water to the environment.

5.3. Biodiversity

Suppliers support the protection of natural habitats, responsible land use and the prevention of activities that may harm biodiversity.

5.4. Circular economy

Suppliers strive to minimise waste in their operations.

5.5. Air pollution

Suppliers comply with all applicable legal limits of emissions to air and atmospheric pollution, and are committed towards minimising air emissions (NO_x, SO_x, etc.) and atmospheric pollution (odour, noise, light, etc.) from their operations.



Environmental responsibility
is built into every step
of our supply chain.

6. Monitoring and Verification

Jungbunzlauer expects all Suppliers to monitor their compliance with this Supplier Code of Conduct on a regular basis. Suppliers should establish a monitoring system with documented procedures and responsibilities.

If requested by Jungbunzlauer, Suppliers are expected to complete Self-Assessment Questionnaires (SAQs) or grant access to Jungbunzlauer or third parties under confidentiality agreements to undertake on-site audits for verification purposes.

7. Responsibilities and Review of the Document

The Supplier Code of Conduct has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years or whenever significant changes occur in operations, regulations, or other standards. Jungbunzlauer will inform Suppliers about any changes within the document and request to sign the latest version available.

8. Supplier Acknowledgement

You are kindly requested to sign this document and to return it to your Jungbunzlauer procurement representative.

The undersigned herewith confirms to have read and understood this Supplier Code of Conduct and commits to comply with the principles mentioned above.

Supplier commercial name:

Place:

Date:

Signature:

Name of authorised company representative:

Title of company representative:

Date:

Signature:

Name of authorised company representative:

Title of company representative:

Jungbunzlauer

Code of Conduct





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Dear Colleagues,

At the heart of our business is a simple but powerful belief: that nature offers the best answers. Our ingredients are naturally better — sourced with care, developed with purpose, and chosen by our customers because they help create products that are safer, healthier, and more sustainable.

That same belief guides how we act — not just what we make. In a business as dynamic and complex as ours, making the right decisions means more than following the rules. It requires curiosity to ask questions, courage to speak up, care in how we impact people and the planet, and collaboration to find the best path forward, together.

Our purpose — to lead the way in developing naturally better ingredients that enhance everyday life — carries a deep responsibility. What we do touches lives. That's why how we do it matters just as much as what we achieve. Every day, we must ask ourselves: "What's the right thing to do — and what's the right way to do it?"

While we trust every colleague to exercise sound judgment, there are times when the right answer may not be obvious. That's where this Code of Conduct comes in. It's here to guide you — to help you navigate situations where values and decisions intersect. And while no code can predict every scenario, your manager and colleagues are always here to support you.

When we act with integrity and stay true to our values, we continue to earn the trust of our customers, our communities, and one another. Together, we can lead — naturally, responsibly, and better.

Sincerely,
Bruno Tremblay
CEO



The way we do
business is just as
important as what
we achieve.



Foreword from Executive Committee

At Jungbunzlauer, we hold ourselves to the highest ethical, social, and environmental standards. These standards reflect who we are and how we work, grounded in our belief that the way we do business is just as important as what we achieve.



To support this, we've put in place a clear and practical framework of policies, guidelines and principles that help each of us act with responsibility and purpose. These are more than rules — they are everyday tools shaped by our values of care, curiosity, collaboration and courage.

Acting with care means putting people, communities and the planet at the centre of our decisions. With curiosity, we ask questions, seek out better ways of working and remain open to new ideas. Through collaboration, we build trust and alignment — within our teams and with our partners. And by showing courage, we speak up, stand by our principles and do the right thing, even when it's not the easiest path.

Compliance with all applicable laws, regulations and standards is essential — it is the foundation of every responsible decision we make. This includes adherence to human rights principles, employment and environmental law, competition and anti-corruption law, product regulations, export controls and trade restrictions, financial and accounting standards, etc.

We are committed to fostering a fair, open and transparent business environment. We do not tolerate bribery, facilitation payments, extortion or kickbacks in any form. We actively support anti-money laundering efforts and have safeguards in place to prevent any involvement in illicit activity.

We also expect the same high standards from our business partners. We value relationships with organisations that share our commitment to integrity and who take clear action when standards are not met. By staying true to our values — and to one another — we can continue to earn trust, create long-term value and lead with confidence and integrity.



Our values of care, curiosity, collaboration and courage guide every decision we make.

Introduction

This Code of Conduct applies to everyone engaged or employed by any company within our Group (hereafter “Jungbunzlauer”) and all activities performed for or on behalf of Jungbunzlauer. It is based on and refers to the Ten Principles of the United Nations Global Compact (UNGC).

As a framework, this Code of Conduct does not cover all details and does not provide a solution for every situation. Therefore, it is supported by our respective policies and procedures.

Jungbunzlauer requires that all employees act in accordance and compliance with this Code of Conduct as well as supporting policies and procedures, and company trainings are mandatory. In addition, all employees must also comply with all relevant laws, regulations, and industry standards wherever we operate. Otherwise, the consequences could include anything from disciplinary action, up to and including dismissal, to potential legal consequences.

It is within the responsibility of the Executive Committee of Jungbunzlauer to ensure that all employees are aware of this Code of Conduct as well as our respective supporting policies and procedures.

We expect all suppliers, contractors and other business partners to comply with the provisions of our Supplier Code of Conduct based on this Code of Conduct.

We further expect our suppliers, contractors and other business partners to monitor their compliance with our Supplier Code of Conduct on a regular basis.

In case of any questions with respect to this Code of Conduct or in case of any doubts with respect to its interpretation or application, please seek advice from a supervisor or manager within our organisation.



If in doubt, ask. Guidance is always available from your supervisor or manager.

Purpose and Values

At Jungbunzlauer, our purpose is to lead the way in developing naturally better ingredients that enhance everyday life. This purpose guides everything we do — from how we source and produce, to how we work with one another and serve our customers.

Naturally Better is not a slogan. It's a reflection of who we are and how we choose to operate: rooted in nature, driven by science, and shaped by a long-term view. It represents our commitment to do things the right way — reliably, responsibly, and sustainably — not just for today, but for generations to come. Our reputation is built on the integrity, dedication, and professionalism of our people. These qualities are at the heart of our long-term success, and our ability to earn trust depends on every employee upholding them — every day.

We are guided by four core values. These values shape our decisions and define how we work — with one another, with our customers and partners, and within the communities where we operate. By acting in line with them, we reinforce a culture of trust, responsibility and respect.

We are guided by four core values:



Collaboration

to work openly and effectively together



Courage

to speak up and stand by our principles



Curiosity

to learn, ask questions, and seek better ways



Care

for people, communities, and the environment

Our commitment to high ethical, social, and environmental standards is not optional — it's fundamental. We comply fully with all relevant laws and regulations and expect the same from our business partners. We do not tolerate unethical conduct in any form, and we have policies in place to ensure accountability and transparency at every level of the business.

At Jungbunzlauer, being 'Naturally Better' means striving not only for excellence in what we produce, but also in how we behave. Our values are more than words — they are the foundation of our shared success and the path to a more sustainable future.

Caring for People

Our Social Responsibility

The following section is based on and refers to human rights principles, which include the United Nations (UN) Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions and Recommendations, the UNICEF Children's Rights and Business Principles and the UN Guiding Principles on Business and Human Rights (UNGPs).



We take a firm stand against modern slavery, land-grabbing, harassment and bullying in everything we do.

Human Rights

Jungbunzlauer considers human rights as a key priority. We seek to have a positive impact on humanity and are committed to the highest standards of human rights across our activities.



Modern Slavery and Human Trafficking

Jungbunzlauer prohibits any form of modern slavery, including forced labour and child labour, and human trafficking within its organisation and supply chains. We consider child labour as any activity not complying with ILO Minimum Age Convention, 1973, and ILO Worst Forms of Child Labour Convention, 1999, have written procedures in place to verify the age of employees and to comply with all national laws regarding the employment of young workers. We uphold international labour standards, promote decent work in global supply chains and expect all employees, suppliers, contractors and other business partners to adhere to principles that safeguard human rights and dignity.

Respect for Land Rights

Jungbunzlauer has a zero-tolerance for land-grabbing and is dedicated to conducting its business in a manner that respects the rights and well-being of local communities. We respect the rights and titles to property and land. This applies to individuals, indigenous people and communities across all our operations worldwide. Our commitment includes refraining from any practices that contribute to land dispossession, ensuring responsible land use and fostering a sustainable development.

Diversity, Equity, and Inclusion

Jungbunzlauer strives to foster a diverse, equitable and inclusive workplace where all individuals are treated with respect and dignity across all levels of our organisation. We are dedicated to creating an inclusive environment that values and celebrates the unique contributions of every person.

Harassment and Bullying

Jungbunzlauer does not tolerate harassment, bullying or intimidation in any form. We seek to create an environment where everyone's unique nature is respected free from any discrimination, intimidation and offensive behaviour. We are committed to address and rectify any instances of harassment or bullying, ensuring the well-being of our employees.

Equal Opportunity

Jungbunzlauer provides fair and equal opportunities across all levels of its organisation. We strive for a work environment where all employees feel safe while performing their work. We do not tolerate discrimination in any form against any employee or applicant based on their nationality, ethnicity, religion, gender, age, sexual orientation, disability, union membership, political affiliation or any similar characteristic. Our commitment to equal opportunity extends across recruitment, hiring, promotions and all aspects of employment.

Open Dialogue and Trust

Jungbunzlauer aims to create an open environment where all employees are closely involved in developing and achieving our business objectives. We value open dialogue and trust as fundamental principles within our organisation and encourage all employees to share their opinions on and ideas for improvement at all levels within our organisation.

Safety and Health

Jungbunzlauer is committed to provide a safe and healthy working environment for all our employees, contractors and visitors on our sites and at our offices. We prioritise the safety and well-being of individuals, emphasising the prevention of accidents and injuries and the promotion of overall health. Based on the regular and mandatory trainings on safety and health issues, our employees are expected to observe our respective policies, rules and instructions.



Fair Employment Standards

Jungbunzlauer places a great deal of importance on the working conditions of all employees and on-site contractors. Fair employment standards are integral to our commitment to ethical and equitable workplace practices. We engage with our employees and their representatives to provide fair employment standards.

Freedom of Association

Jungbunzlauer respects the right of employees to freedom of association and their right to form labour unions. We do not discriminate or retaliate against any colleagues based on their personal preference to either organise or refrain from organising.

Working Hours and Compensation

Jungbunzlauer takes care of its employees and their families through adequate working hours and by securing a decent standard of living. We are committed to comply with all applicable wage and hour laws and regulations and endeavour to pay local fair wages to all employees, allowing a decent standard of living for them and their families.

People Attraction and Development

Jungbunzlauer strives to build long-term working relationships. We value an entrepreneurial attitude, a visible and engaging leadership style, open two-way communication and collaboration across all functions and levels.

Responsible Recruitment and Employment

Jungbunzlauer protects the rights of candidates and employees from the attraction and recruitment stages and throughout the whole employment time. We recruit and on-board employees on the basis of their qualifications and suitability for the job.

People Development

Jungbunzlauer supports its employees in their growth and personal development. We train and develop the competencies of our employees at all levels within the organisation and retain and promote them whenever possible and appropriate.



We are committed to fair, respectful and supportive employment practices that protect workers' rights and help people grow.

Acting with Integrity

Our Business Ethics and Corporate Governance

Personal Conduct

Jungbunzlauer is committed to succeeding in a competitive business environment honestly, transparently, fairly, and ethically. We refrain from any activity that could harm our organisation's performance and reputation.

Conflicts of Interest

Jungbunzlauer expects all employees to avoid situations where their personal interests conflict or might conflict with the interests of our organisation. We take business decisions that are in Jungbunzlauer's best interests.

Gifts and Entertainment

Jungbunzlauer requires its employees to only exchange gifts and entertainment that are appropriate to the business relationship and small in monetary value. We do not offer, give or accept, directly or indirectly, any gift or favour to improperly obtain or retain business, secure an inappropriate personal advantage, or otherwise affect the neutrality of any decisions.



We succeed honestly, transparently and fairly.

Business Conduct

Jungbunzlauer is a trustworthy partner to its customers, suppliers, and other stakeholders. We do business honestly, transparently and ethically. We are committed to comply with all applicable laws, regulations and industry standards wherever we operate.



Fair Competition

Jungbunzlauer is pledged to fair competition. We refrain from unfair advantage over our business partners or competitors. We are committed to uphold all applicable competition and anti-trust laws of all countries where Jungbunzlauer conducts its business.

Preventing Bribery and Corruption

Jungbunzlauer does not tolerate bribery or any form of corruption. We operate with integrity and refrain from any direct or indirect solicitation, acceptance, or payment of bribes. We do not offer, request, accept, or make any improper payments to or from suppliers, customers, or public officials, including individuals in an important public position or people closely connected to them. We are committed to comply with all applicable anti-bribery laws.

Money Laundering

Jungbunzlauer does not tolerate, facilitate or support money laundering in any form. We pledge to respect all applicable anti-money laundering laws.

Economic Sanctions and Trade Control

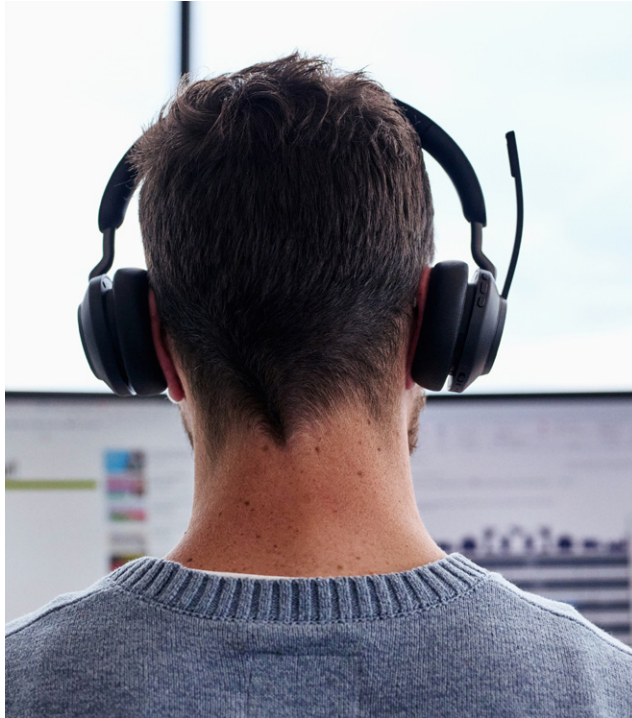
Jungbunzlauer is committed to uphold all applicable economic sanctions and embargoes imposed by the UN, the USA, the EU or by law. We avoid engagement with individuals and companies listed on the designated persons lists of these jurisdictions.

Responsible Sourcing

Jungbunzlauer strives to source goods and services responsibly from parties complying with applicable laws and upholding high sustainability standards. We are committed to sourcing materials and products in a manner that emphasises ethical, social and environmental considerations. We select, approve and evaluate our suppliers and contractors based on legal compliance and in consideration of business continuity, financial, quality, reliability, ethical, social and environmental aspects. We develop fair and long-lasting relationships with our business partners.



We operate ethically and transparently, with zero tolerance for bribery, corruption or unfair practices.



We protect our assets and information responsibly, safeguard data and privacy, and use technology and AI securely and ethically.



Protection of Tangible and Intangible Assets

Jungbunzlauer owns tangible assets such as buildings, equipment, devices, etc. as well as intangible assets such as patents, trademarks, copyrighted works, etc. We keep our assets safe from loss and damage and use them only for their intended purpose.

Property and Assets

Jungbunzlauer's property and assets are for Jungbunzlauer's intended business use. We properly maintain our assets, such as plants, offices and R&D facilities and keep such assets safe from loss and damage.

Intellectual Property and Confidential Information

Jungbunzlauer respects third parties' confidential information and intellectual property rights. We are committed to maintain confidentiality, integrity and proprietary nature of all confidential information as well as intellectual property rights. We safeguard our own confidential information and intellectual property at all times. Any disclosure of our proprietary or confidential information to unauthorised persons is strictly prohibited.

Data Protection

Jungbunzlauer is pledged to protect the personal data of its employees and third parties and treats such information with reasonable care. We are committed to uphold all applicable data protection laws and engage in proactive risk assessments and continuous efforts to enhance our data security.

Data Security and Cyber Risk

Jungbunzlauer strives to continuously improve the security of its processes and systems in order to mitigate the threats posed by cyber risks. Our commitment includes implementing robust cybersecurity measures and conducting regular risk assessments. We all have a critical role in helping to prevent or detect malicious cyberattacks. We strive to carefully avoid falling for any form of cybercrime (i.e. phishing scams).

Artificial Intelligence

Jungbunzlauer promotes the responsible and secure use of artificial intelligence. We only use approved AI systems for approved business purposes and handle all data with care and integrity. We verify AI outputs, respect legal and contractual obligations, and maintain human oversight for decisions that affect people or our operations. We are committed to ongoing training, risk monitoring and strict compliance with applicable AI regulations.

Product Responsibility

Jungbunzlauer is committed to the high quality, safety, sustainability and legal compliance of its products. We strive to adhere to stringent quality standards throughout the product life cycle. We consistently control the quality of our products. We seek to actively identify the risks associated with our products and the potential impact of our products and their packaging on people and the environment. We strive to minimise the risks and impacts in our own production processes and throughout the entire product life cycle and to lever the natural origin and biodegradability of our ingredients.



High quality, safety,
sustainability — every
product, every time.

External Communication

Jungbunzlauer is aware that improper communication can affect the reputation and business interests of Jungbunzlauer. We communicate in a way that supports and protects the reputation of our organisation.

Transparent and Accurate Reporting

Jungbunzlauer is committed to transparency and accuracy of our external communications and to use our corporate, business or personal channels appropriately. We ensure reliable reporting in line with mandatory requirements and selected voluntary reporting standards.

Marketing and Advertising

Jungbunzlauer does not engage in any unfair or dishonest claims in its communications or marketing material and does not use unethical selling techniques. We strive to build enduring relationships with our customers and promote our positive image in the market. Our marketing efforts adhere to ethical standards, avoiding misinformation, deceptive tactics or any form of manipulation.

Social Media

Jungbunzlauer has experts that manage its external communications, including the official social media channels. Our interactions and content on social platforms adhere to established ethical guidelines, avoiding misinformation, discrimination or any form of harmful behaviour. Our employees understand not to discuss sensitive business topics through personal social media.

Government Relations and Advocacy

Jungbunzlauer seeks constructive dialogue with governmental bodies but is strictly non-political. We collaborate with governmental administrations and agencies for legal compliance. We may contribute directly or indirectly in the legislative process in case of legitimate business interests. We do not endorse or make contributions to political parties or politicians. We respect our employees' right to engage in the political process, but only in their private capacity and not as representatives of our organisation.

Protecting the Planet

Our Environmental Responsibility

The following section is based on and refers to environmental principles, which include global treaties on environmental protection such as the Montreal Protocol, the Basel Convention, the Convention on Biological Diversity, the Kyoto Protocol, the Stockholm Convention, the Minamata Convention, the Paris Agreement and all relevant national regulations for environmental protection.



We transform renewable materials into biodegradable ingredients.

Climate Change

Jungbunzlauer is pledged to energy efficiency and long-term climate neutrality at its production sites and throughout its supply chain. Our initiatives are aligned with global efforts to mitigate climate change, and we continuously seek innovative solutions to reduce our environmental impact. We use science-based principles to minimise the carbon footprint of our production processes and supply chain and aim to deliver solutions that reduce the environmental footprint of our business.

Water

Jungbunzlauer is committed to using water sustainably at its production sites and throughout its supply chain. We continuously seek to reduce water use, increase water recycling and return properly treated water to the environment.

Biodiversity

Jungbunzlauer supports the protection of natural habitats, responsible land use and the prevention of activities that may harm biodiversity. We rely on intact ecosystems, as imbalance and destruction of ecosystems can have negative impacts on our own business. We see it as our responsibility to protect biodiversity as part of a global effort by humanity, in which corporate enterprises take on a leading role.

Circular Economy

Jungbunzlauer strives to minimise waste in its operations. We transform natural renewable raw materials into biodegradable ingredients. We develop production processes generating valuable by-products besides our intentional products. We strive to buy and deliver in bulk whenever feasible.

Air Pollution

Jungbunzlauer is committed to minimising air emissions (NO_x, SO_x, etc.) and atmospheric pollution (odour, noise, light, etc.) from its operations. We monitor emissions to air and atmospheric pollution of our production sites on a regular basis and are committed to comply with all applicable legal limits for those. Furthermore, we implement impact-reducing technologies where applicable.



Business Partnerships

Jungbunzlauer's commitment to ethical business practices extends to suppliers, contractors and other business partners and we hold all such parties to the same high standards.

We expect adherence by all our suppliers, contractors and other business partners to our Supplier Code of Conduct based on this Code of Conduct. All our suppliers, contractors and other business partners are further expected to fully comply with all applicable local, national and international laws relevant for their business. We further expect that the employees of our suppliers, contractors and other business partners are aware of their respective obligations. All our suppliers, contractors and other business partners are expected to ensure that their business partners (i.e. suppliers, contractors or subcontractors) adhere to codes of conduct which are in all material respects equivalent to our Supplier Code of Conduct and that their business partners comply with all applicable local, national and international laws relevant for their respective business.



We expect our partners to live up to the same high standards we set for ourselves.

Living the Code of Conduct

Be Questioning and Ask for Advice

This Code of Conduct shall serve as important resource for making informed decisions. However, there may be instances where the appropriate conduct is not clear or not evident. When faced with uncertainty about how to proceed in a particular situation, please always ask yourself the following questions:

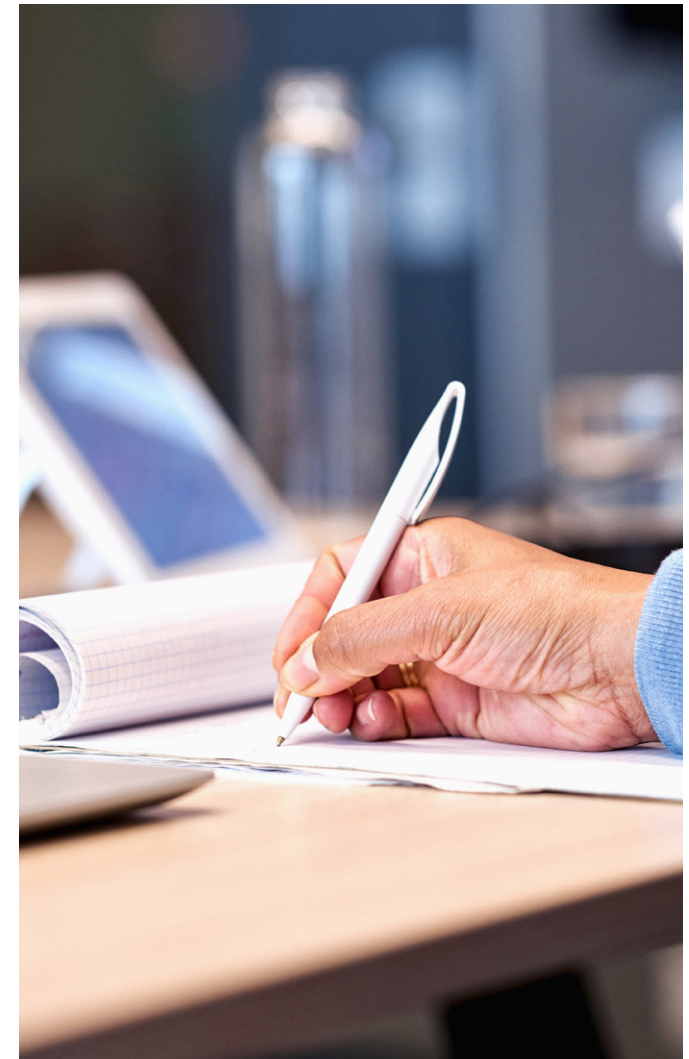
- Is it legal?
- Is it consistent with this Code of Conduct?
- Does it feel right?
- Have I obtained other opinions or required permissions?
- Would my colleagues think positively of my decision?
- Does my behaviour benefit Jungbunzlauer's reputation?

If NO is or might be the answer to one or more of these questions, and/or you remain uncertain or uncomfortable in a given situation, please reconsider your decision and seek advice by a supervisor or manager within our organisation.

Speak Up

We all have a responsibility to speak up if we have a concern that may be related to the provisions of this Code of Conduct. Whenever you are unsure about a particular situation or have witnessed behaviour that contradicts or may contradict with our values, it is vital that you raise your concern!

You are encouraged to report any identified or suspected misconduct immediately to your supervisor, your manager or another manager within our organisation. If you feel uncomfortable or wish to report anonymously, you can refer to our [third-party whistleblowing](#) system assuring confidentiality of the report and protection of the whistleblower having spoken up in good faith.



Responsibilities and Review

This Code of Conduct has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years or whenever significant changes occur in operations, regulations, or other standards.



Our Code is reviewed regularly to ensure it reflects our values and changing world.





Jungbunzlauer

Headquarters **Jungbunzlauer Suisse AG**

4051 Basel · Switzerland · Phone +41 61 295 51 00 · headquarters@jungbunzlauer.com · www.jungbunzlauer.com

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Purpose

This policy establishes the commitment of Jungbunzlauer to responsible sourcing, ensuring that natural resources and materials used in operations are obtained sustainably. It aims to minimise environmental and social impacts, promote ethical supply chain practices, and drive continuous improvement in sustainability performance. This policy complements the Supplier Code of Conduct by additionally providing guidelines for sustainable procurement practices for internal and external stakeholders.

Scope

This policy applies to all internal stakeholders, suppliers, contractors, and partners involved in the procurement of goods and services. It covers all tiers of the supply chain, emphasising compliance with sustainability principles, ethical sourcing, and regulatory requirements.

Policy statement

Jungbunzlauer is dedicated to responsible procurement practices that support environmental stewardship, fair working conditions, and ethical business practices. We prioritise suppliers who share our values and adhere to international sustainability standards.

Commitments

1. Environmental responsibility

We ensure that purchased goods and services are sourced sustainably, with minimal ecological impact. Please refer to our Biodiversity, Water and Climate Change Policies for further guidance.

2. Social responsibility

We uphold human rights, safe working conditions and fair employment standards across the supply chain. Please refer to our Human Rights Policy for further guidance.

3. Business ethics

We maintain transparency, prevent bribery, corruption, money laundering, anti-competitive behaviour, conflicts of interest, and comply with all applicable laws, regulations and ethical business standards.

4. Supplier engagement

We foster collaboration with suppliers to drive sustainability improvements.

Principles

1. Sustainability

We promote sustainable sourcing through supplier risk management, supplier performance evaluations and active cooperation with suppliers.

2. Traceability

We aim to achieve supply chain transparency of key raw materials to ensure responsible sourcing.

3. Risk management

We identify and mitigate sustainability risks in the supply chain, including human rights violations, deforestation, and unethical business practices.

4. Continuous improvement

We implement monitoring, training, and engagement programs to enhance sustainability performance.

Initiatives

- Implement training on sustainability requirements and best practices for our own procurement organisation and our suppliers.
- Conduct regular assessments of suppliers to ensure compliance with sustainability criteria, e.g. by self-assessment-questionnaires, and audits if necessary.
- Collaborate proactively with suppliers for the calculation of reliable Product Carbon Footprint (PCF) data and the reduction of greenhouse gas emissions within our supply chain.
- Engage in stakeholder collaborations to enhance sustainable procurement practices.
- Establish grievance mechanisms for stakeholders to report uncompliant or unethical practices.

Objectives and targets

- Conduct annual supplier assessments to detect and mitigate risks and exploit opportunities of our main suppliers by 2028.
- Monitor suppliers to ensure continual compliance with human rights and fair employment standards.
- Include minimum wage and working hours regulations, as defined by the Supplier Code of Conduct, in 100 % of new supplier contracts by 2028.

- Achieve sourcing of 20% of corn quantities and 60% of large emissions chemicals quantities from suppliers with PCF data by 2030.
- Work with suppliers to reduce the environmental footprint of their products.
- Work with suppliers of corn to adopt and monitor sustainable farming practices.

Responsibilities

1. Procurement Team

Ensure that suppliers are informed about the Supplier Code of Conduct and the Sustainable Procurement Policy and adhere to them. Mitigate sustainability risks in the supply chain.

2. Sustainability Management Team

Identify sustainability risks in the supply chain, monitor and report on sustainability performance, engage with suppliers on improvements. Conduct regularly sustainability performance evaluations of suppliers to track progress and identify areas for improvement.

3. Senior Management

Oversee policy implementation and drive sustainability strategy.

4. Suppliers

Adhere to policy requirements and participate in sustainability initiatives.

Review

This policy has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years.

Reference

This policy should be read in conjunction with the following documents of the Jungbunzlauer Group:

- Code of Conduct
- Supplier Code of Conduct
- Human Rights Policy
- Climate Change Policy
- Water Management Policy
- Biodiversity Policy

Purpose

The purpose of this policy is to affirm Jungbunzlauer's commitment to respect human rights and to prohibit child and forced labour within our organisation and across our supply chains. As a signatory of the United Nations Global Compact (UNGC), we are committed to operate our business according to highest ethical, social and environmental standards, we align our objectives with the UN Sustainable Development Goals (SDGs), and we actively promote decent work throughout our value chain. Thereby we seek for a positive impact on humanity.

Scope

This policy outlines our commitment to free choice of employment and to compliance with national labour laws, the UN Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UNICEF Children's Rights and Business Principles and the UN Guiding Principles on Business and Human Rights (UNGPs).

It applies to everyone engaged or employed by any company of the Jungbunzlauer Group, as well as to all business partners to whom our Supplier Code of Conduct is applicable. Jungbunzlauer requires that these internal and external stakeholders comply with all national and international human rights laws applicable to them and that they act in accordance and compliance with this policy.

Policy statement

Jungbunzlauer has made a clear commitment to uphold human rights, including prohibiting child and forced labour, as stated in our Code of Conduct.

1. No child labour

We consider child labour as any activity not complying with ILO Minimum Age Convention, 1973 and ILO Worst Forms of Child Labour Convention, 1999, have written procedures in place to verify the age of employees and to comply with all applicable national laws regarding the employment of young workers. We do not practice or tolerate any form of child exploitation and do not employ children before they have completed their compulsory education and reached at least the age of 15.

2. No forced labour, compulsory labour or human trafficking

We oppose all forms of forced and compulsory labour. This includes practices such as prison labour, indentured labour, bonded labour, slave labour, and human trafficking.

3. No land grabbing

We respect the rights of individuals and communities, including Indigenous peoples, to their land and property. This includes respecting their cultural rights, right to self-determination, and right to non-discrimination. We have a zero-tolerance for land grabbing, and for the exploitation of water, forest or mineral resources in ways that violate human rights.

4. Rights of communities where we operate

We respect the human rights of individuals in communities affected by our activities, with a particular attention to vulnerable and marginalised groups. We seek to identify any potential negative human rights impacts and to take appropriate steps to avoid, minimise, or mitigate them.

Implementation

To put this policy into practice, we work to continuously identify human rights impacts, avoid and address them, continuously monitor the effectiveness of our measures and periodically report on our performance. We are aware that addressing human rights is not something that we can do alone. Collaboration with governments, non-governmental organisations, employees, suppliers, customers, communities, and other relevant stakeholders is essential.

Jungbunzlauer conducts thorough due diligence to assess risks within our organisation and supply chains. We train employees and conduct a SEDEX Members Ethical Trade Audit (SMETA) for each of our large production sites every two years. We carefully select suppliers and ensure they are familiar with our Supplier Code of Conduct. For goods sourced from countries of origin with an enhanced or heightened risk of child labour, as identified by UNICEF in its Children's Rights in the Workplace Index, we assess potential risks using an adverse media screening tool. We also evaluate additional suppliers for other ESG risks, including forced labour and human trafficking in the production sites of the goods sourced by Jungbunzlauer.

Objectives and targets

- Extend access to third-party whistleblowing system to external stakeholders by end of 2025.
- Maintain 0 identified or suspected case of child labour, forced labour or human trafficking in the production sites of the goods sourced by Jungbunzlauer by 2030.
- Implement comprehensive human rights due diligence processes compliant with the requirements of the EU Corporate Sustainability Due Diligence Directive by 2030.

Grievance mechanism

Jungbunzlauer takes all reports of potential misconduct very seriously. We encourage our internal and external stakeholders to inform us of possible ethical or legal violations, and we commit to investigate thoroughly any arising issue and to solve it. If feeling uncomfortable with transparent reporting, our stakeholders can also communicate any identified or suspected misconduct anonymously via our third-party whistleblowing system (external stakeholders from 2nd half of 2025).

Responsibilities and review

This policy has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years.

Reference

This policy should be read in conjunction with the following documents of the Jungbunzlauer Group:

- Code of Conduct
- Supplier Code of Conduct
- Working Conditions Policy
- Modern Slavery and Human Trafficking Statement

Introduction

At Jungbunzlauer, we are committed to maintaining the highest standards of safety, security and health, protecting the well-being of all employees, contractors, and visitors, and promoting sustainable practices. Therefore, all Jungbunzlauer production sites adhere to the Responsible Care® program to improve safety, security and health performance. On top of this, SMETA (Sedex Members Ethical Trade Audit) 4-pillar audits are conducted on a regular basis to obtain an external verification of the standards in our production sites. We believe that fair and ethical business principles are central to safety, security and health and always follow our life-saving slogan “Work Safe and Home Safe Every Day”.

Purpose

With this policy we want to:

- Ensure compliance with national and international safety, security and health regulations.
- Establish measurable objectives for workplace safety, security and health.
- Cultivate a proactive safety, security and health culture that prioritises employee well-being.
- Ensure the security and safety of the plant, its personnel, equipment, and materials by establishing clear guidelines for controlling access, monitoring entry points, and ensuring secure operations within the premises.
- Achieve continuous improvement in safety, security and health practices.

Scope

This policy is designed to manage safety, security and health practices, continuous improvement and compliance with best practices. The Jungbunzlauer Group issues this policy as a guideline for the management of affiliated companies. It is the responsibility of the management of the subsidiaries to take care of the implementation of this policy, always adapted to the local circumstances.

Principles

1. Risk assessment and mitigation

We will conduct regular risk assessments to identify hazards in the workplace. Appropriate measures will be implemented to prevent accidents, injuries, and health issues. We aim for continuous improvement in managing workplace risks.

2. Employee involvement and training

Employees are the foundation of our safety, security and health program. All staff will receive regular training on safety instructions, emergency procedures, and hazard awareness. We encourage participation in safety programs and the reporting of unsafe conditions or practices.

3. Preventive health measures

The company will take steps to promote the physical and mental well-being of employees, including regular health check-ups, wellness programs, and ergonomic workplace designs.

4. Emergency preparedness

Clear emergency response procedures will be established and communicated to all personnel. Regular drills and training will be conducted to ensure effective response to emergencies.

5. Continuous monitoring and reporting

Safety, security and health performance will be monitored through regular audits, inspections, and employee feedback. Reports of safety incidents or near-misses will be tracked and analysed to identify trends and implement corrective actions.

6. Access control

Only authorised personnel are permitted access to the plant premises. Access to certain areas may be restricted based on job functions and responsibilities.

Objectives and targets

- Zero fatalities across all operations and facilities.
- 2.5 incidents per 1.000.000 hours worked (LTIFR*) until 2030.
- Reduction of personal injuries (OFR**) by at least 3% per year.
- All gates, doors and access points will be equipped with appropriate security features such as locks, alarms and monitoring devices to prevent unauthorised entry.

*LTIFR = lost time injury frequency rate (number of lost time injuries occurring in a workplace per 1 million hours worked)

**OFR = Overall frequency rate (number of all cases with injuries per 1.000.000 hours worked)

Responsibilities

1. Management

Senior leadership is responsible for ensuring the implementation of this policy, allocating necessary resources, and fostering a safety, security and health-oriented culture.

2. Employees

All employees are required to follow safety, security and health instructions, report hazards, and participate in training. Employees should use safety equipment provided, act in a safe manner, and look out for the safety of others.

3. Contractors and visitors

Contractors and visitors must adhere to all safety, security and health policies while on company premises and must be briefed on specific procedures applicable to their work areas.

Review

This policy has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years, or whenever significant changes occur in operations, regulations, or other standards. Feedback from employees and stakeholders will be used to enhance the policy and improve the overall safety management system.

Reference

This policy should be read in conjunction with the following documents of the Jungbunzlauer Group:

- Code of Conduct

Purpose

At Jungbunzlauer, we are committed to maintaining secure, fair and sustainable working conditions for all employees, ensuring that these conditions and related employee rights are respected and supported. We outline our commitments below and conclude with our focus areas until 2030.

Scope

The scope of this policy encompasses secure employment, working time, fair and competitive wages, social dialogue, collective bargaining and work-life balance. It applies to everyone engaged or employed by any company of the Jungbunzlauer Group.

Principles

The principles we adhere to are as follows:

1. Secure employment

Secure employment is fundamental to our employee satisfaction and our long-term success. As part of our commitment to employees, we strive to:

- Offer permanent contracts to as many employees as possible, reducing the reliance on temporary or casual contracts.
- Ensure that job roles are clearly defined, and expectations are communicated to all employees.

2. Working time

We believe that maintaining a healthy work-life balance is key to a motivated and engaged workforce. We are committed to respecting personal time while ensuring the effective operation of the business.

We comply with all national regulations regarding maximum working hours, overtime limits, and rest periods. Workload is regularly monitored to ensure employees are not subject to excessive work hours.

Flexible working options are available to accommodate employees' personal needs, whenever possible.

3. Fair and competitive wages

We are dedicated to providing fair and competitive wages for all employees. Wages are reviewed regularly to ensure they align with industry standards and living costs.

All employees are paid a minimum wage above the industry average and the national living wage standards. Regular wage reviews are conducted to ensure wage growth is aligned with inflation and cost-of-living increases.

Overtime pay, bonuses, and other compensation benefits are provided in accordance with applicable laws and company policies.

4. Social dialogue

We believe that a transparent and effective dialogue is essential to address issues, improve working conditions and create a collaborative work environment.

Regular meetings and feedback channels are in operation to encourage dialogue.

Employees have the opportunity to participate in decision-making processes related to workplace policies and improvements.

5. Collective bargaining

We fully support the right to collective bargaining as a means of improving working conditions and fostering constructive relationships between management and employees.

Our employees have access to union representation, where applicable, and we engage in fair, transparent, and timely negotiations with employee representatives on wages, benefits, and working conditions.

6. Work-life balance

We support employees in balancing their work commitments with their personal and family lives through a number of practices.

Paid time off, including holidays, sick leave, and parental leave in line with national regulations and company policy.

Flexible working arrangements to support physical, emotional, and mental health.

Objectives and targets – 2030

- Define, create and develop a competitive Total Rewards approach: attract, motivate and retain our employees, ensuring our Rewards programmes are competitive, easy to understand, fair and transparent.
- Strengthen our support to employee work arrangement needs: implement flexible work arrangement for at least 30% of Jungbunzlauer employees, where feasible.
- Ensure fair wages for all employees: achieve wage parity across gender.

Responsibilities and review

This policy has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years.

Reference

This policy should be read in conjunction with the following documents of the Jungbunzlauer Group:

- Code of Conduct
- Human Rights Policy
- Diversity, Equity and Inclusion Policy
- Safety, Security and Health Policy