

CODE OF CONDUCT FOR BUSINESS PARTNERS OF ALFRED RITTER GMBH & CO. KG



Alfred Ritter GmbH & Co. KG (hereafter 'Ritter Sport') is committed to responsible business activities. This Code of Conduct (hereafter 'Code') defines the principles to this effect and the requirements that Ritter Sport has of its business partners.

1. Compliance with regulations

The business partner undertakes to adhere to the respective applicable legislation, as well as internationally recognised human rights. Should different regulations coexist, the one guaranteeing employees the highest degree of protection and safety should apply in each case.

The business partner will enforce the following requirements of the Code with its upstream suppliers and representatives to the same extent. Insofar as the business partner is entitled to subcontract, it guarantees that its subcontractors will also fulfil the requirements of this code.

2. Human rights and social responsibility

The business partner supports adherence to internationally recognised human rights.

All employees are to be treated with dignity and respect. Any form of physical punishment, threats of violence, harassment or abuse, especially of a physical, sexual, psychological or verbal nature, are forbidden.

The business partner ensures equal opportunities for its employees and opposes discrimination within the framework of the respective applicable regulations. During hiring and employment in particular, all forms of discrimination due to race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability should be excluded.

3. Ban on forced and child labour

The use of child labour according to ILO regulations, UN conventions and/or national regulations is not accepted by Ritter Sport. All additional regulations on the protection of children and young employees are also to be respected.

All forms of forced, slave or prison labour are forbidden. Employees may not be forced to work through violence or coercion, either directly or indirectly.

4. Fair working conditions

The business partner respects its employees' right to assembly, to peaceful organisation and to effect collective bargaining within the framework of the applicable regulations.

The relevant applicable regulations and sector standards regarding remuneration and benefits are to be respected and employees are to be compensated appropriately. The business partner pays at least the legal or sector-standard minimum wage, whichever is higher. Illegal and unjust wage deductions, particularly in the form of disciplinary measures, are forbidden.

The business partner adheres to the legally stipulated maximum working hours and compensates its employees' overtime according to the relevant applicable regulations.

The business partner guarantees safe and healthy working conditions.

5. Commercial integrity

The business partner undertakes to adhere to all applicable regulations and interdictions relating to corruption, bribery, fraud and extortion.

In particular, the business partner may not offer any gifts, invitations or payments with a view to illegally influencing commercial relations. The same applies to promising, granting, demanding or accepting such benefits. Only the granting and acceptance of legally permissible benefits for/by Ritter Sport employees is allowed.

The business partner undertakes to respect fair competition, particularly through adherence to the respective applicable cartel laws and other regulations governing competition.

6. Environment

The business partner takes responsibility regarding issues concerning environmental protection and respects any relevant applicable regulations.

7. Sustainability

The business partner is obliged to formulate its business processes in a sustainable fashion, to use resources sparingly, to minimise strain on the environment, and to continue to improve the sustainability of its actions. It is also obliged to contribute to preserving the natural diversity of animal and plant species within the scope of its activities.

8. Adherence to the Code

In particular, Ritter Sport is entitled to verify this at the business partner's premises, either itself or through commissioned third parties, and/or to demand original documents proving adherence to the Code. The business partner is obliged to permit and support these checks.

The business partner will name a contact partner who can issue information regarding adherence to the Code. As soon as the business partner recognises contraventions of the Code by itself or its upstream suppliers, representatives or subcontractors, it will notify Ritter Sport of this unprompted.

In the case of non-adherence to the Code, the business partner is obliged to promptly initiate remedial actions within the applicable notice period. In the case of culpable contravention, Ritter Sport reserves the right, irrespective of other claims, to withdraw from the contract or to give notice.

With every order accepted, the business partner tacitly confirms that it will adhere to the principles and requirements of this Code for all deliveries to Ritter Sport.

Effective from December 2012