

## The Code of conduct of the NHU EUROPE GmbH

### I. Introduction and scope

NHU EUROPE GmbH operates as a distributor of high-quality feed, food and cosmetic additives on the European market.

NHU EUROPE is committed to taking responsibility for its activities in all areas of operation. The company is committed to the highest standards of business ethics, compliance with competition law and all relevant and applicable laws and regulations.

By adhering to these principles, we strengthen the integrity of the company in the eyes of our suppliers, customers, competitors, employees, and other interested parties and contribute to the enhancement of our reputation and name.

NHU EUROPE GmbH expects its suppliers and their subcontractors of products and services to comply with the principles described in the following Code of Conduct.

### II. The 10 Code of conduct principles of the NHU EUROPE GmbH

#### Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

#### Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

#### Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

### III. Documentation of compliance with the Code of conduct of the NHU EUROPE GmbH

We ask our suppliers of products and services to sign the Code of Conduct and to document the compliance with this Code of Conduct.

The following third party standards are recognized by NHU EUROPE GmbH as being consistent with this Code of Conduct:

- Social Accountability International (SAI) (SA8000).
- Sedex Members Esthetical Trade Audit (SMETA)
- Ethical Trade Initiative
- Global G.A.P. Social Practice Risk Assessment (Global G.A.P. GRASP)
- The Business Social Compliance Initiative (BSCI)
- OHSAS 18001

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