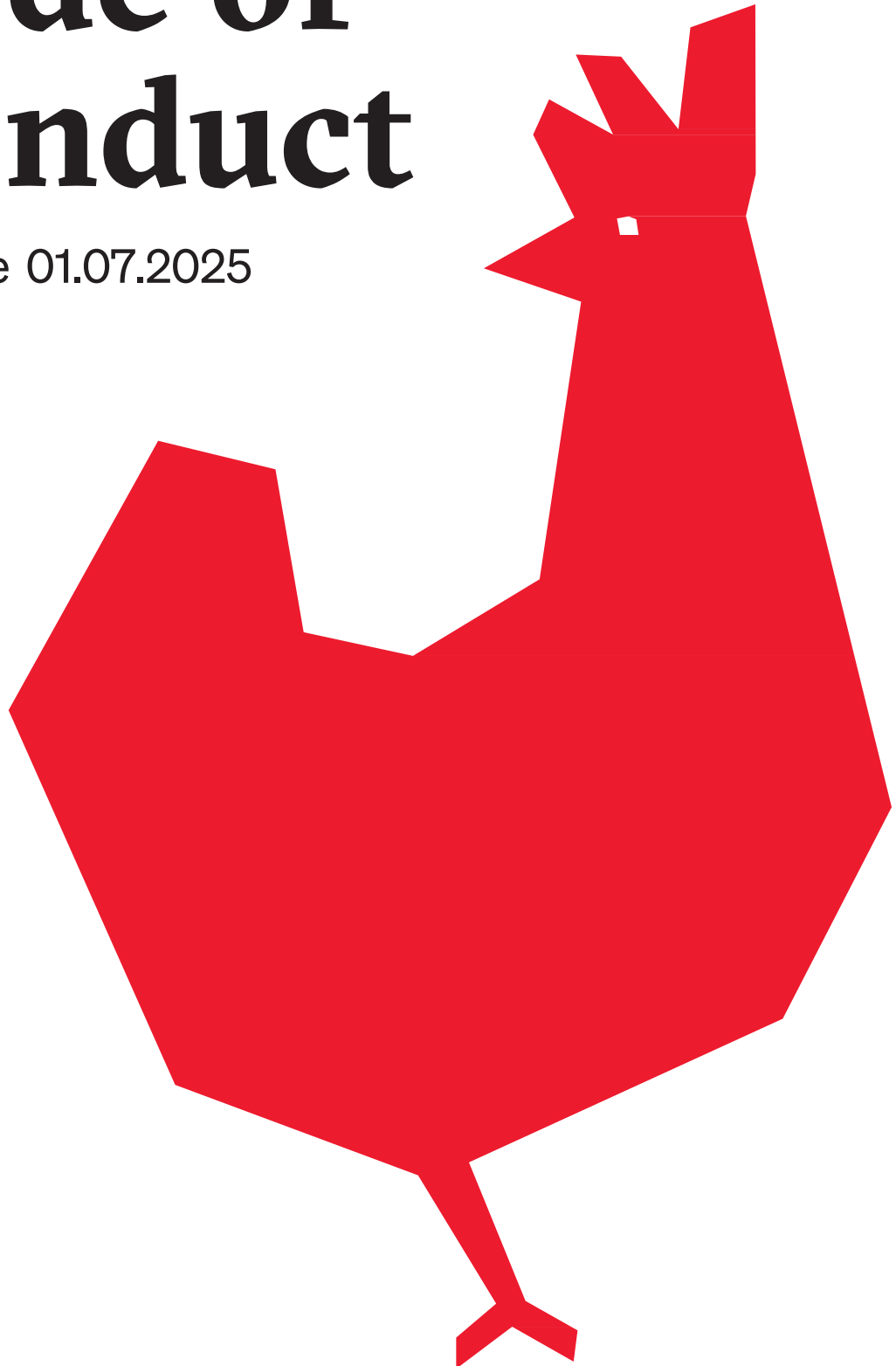


Code of Conduct

Effective 01.07.2025



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Introduction

The WECH Group is a leading poultry processor in Austria, with sites in St. Andrä, Glanegg and Pöttelsdorf as well as facilities in Pécs, Hungary, and Slovenj Gradec, Slovenia.

We have **ultra-high quality, safety and sustainability standards for our products**, and we are aware of our responsibility towards our customers, staff and partners, and more broadly towards our society and our environment. Our activities are conducted based on the values and principles that define us.

Our mission is shaped by the conviction that **sustainable and reliable partnerships** form the basis for long-term success. Sustainability is at the heart of everything we do, and we embrace our social responsibility towards humanity and the natural world. We believe fairness, security, honesty and transparency are essential in the working relationships with our partners.

An active feedback culture and opportunities for continuous professional development for our staff and stakeholders promote mutual growth in an open and fair environment.

Our mission is to guarantee high quality and transparency across the value-added chain – from farming and slaughter through to the processing of premium poultry convenience products. We cultivate close working relationships with regional farmers to promote animal welfare, and we are committed to sustainable, responsible production processes at every one of our sites in order to provide our consumers with products that live up to our high quality and traceability standards.

Commitment to Sustainable Development Goals (SDGs):

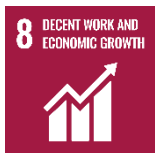
We are aware of our responsibility as a company, and we acknowledge the importance of the United Nations Sustainable Development Goals (SDGs). In particular, we are committed to playing our part in achieving the following goals:



SDG 2 (Zero Hunger): We contribute to providing the world's population with healthy and safe food through our sustainable production processes and our commitment to animal welfare and high quality.



SDG 3 (Good Health and Well-Being): We comply with strict hygiene standards and supply high-quality products to promote the health and well-being of our customers.



SDG 8 (Decent Work and Economic Growth): We provide safe and fair working conditions, encourage the continuous professional development of our staff and promote stable economic development in the regions where we operate.



SDG 12 (Responsible Consumption and Production): We have established production processes which use resources efficiently and minimise waste to enable sustainable value creation.



SDG 13 (Climate Action): We embrace innovative technologies and use energy and resources efficiently with the aim of continuously reducing our carbon footprint.

These goals are deeply embedded in our corporate strategy and guide everything that we do. We are determined to work with our partners and stakeholders to help create a sustainable future.

As part of our **Corporate Social Responsibility (CSR) Policy**, we seek to build business relationships based on partnership and on legitimate business goals and ethical practices. We only cultivate partnerships with reputable, trustworthy stakeholders.

The following principles reflect our values and expectations for our suppliers:

Legitimate business goals: We expect our suppliers to demonstrate that they pursue legitimate business goals and that their business practices are in accordance with all applicable laws and regulations. Acting ethically must be a top priority.

Fairness and appreciation: Our working relationships with our business partners and our customers are shaped by fairness and appreciation. Our suppliers should act in the same respectful and fair way, on the basis of trust and integrity in their business relationships.

Respect for diversity: We respect the legal, economic, social and cultural differences in the various countries and regions where we operate. Our suppliers are expected to show the same respect and to take the local customs into consideration in their business practices.

Ethical orientation: All our business activities are orientated round universal ethical values and principles. We expect our suppliers to implement and maintain these high standards as part of their corporate governance.

Free and fair trade: We are committed to free and fair trade, and we expect our suppliers to comply with the applicable laws and regulations of the respective countries and regions where they operate.

These principles illustrate how much we care about ethical conduct, fairness and respect in all our business relationships. We expect our suppliers to embed these values in their everyday business practices and to demonstrate them in everything they do.

Our business partners should share our high standards and seek to uphold the following international guidelines at all times.

Human rights and working standards

We respect human dignity and believe in human rights as recognised round the world, in particular as expressed in the United Nations (UN) Universal Declaration of Human Rights¹, in the UN Guiding Principles on Business and Human Rights² and in the OECD Guidelines for Multinational Enterprises³. We also take the internationally recognised working standards of the International Labour Organisation (ILO)⁴ into account.

In all our business activities, we undertake not to abuse any human rights or to contribute in any way to human rights abuses. We expect this from our business partners too, and wherever necessary and possible, we help our suppliers in their efforts to do uphold human rights.

Employment conditions

We treat our staff with respect, and we firmly reject all forms of abuse, harassment or inhumane treatment. We comply with the applicable labour laws, and we expect our contractual partners to do the same. When employees join our company, we provide them with clear and easy-to-understand information about their rights, obligations, working hours and wages. We respect the right of our employees to terminate their employment subject to a notice period.

We expect our suppliers to meet the same high standards in their treatment of their staff and to comply with all aspects of labour law.

Prohibition of child labour and protection of young employees⁵

We reject child labour and act in strict compliance with the legal minimum age requirements. We will never employ anybody under the age when compulsory education ends, or under the age of 15.

We expect our contractual partners to implement an effective age verification policy in order to avoid child labour. If a case of child labour is discovered, all necessary steps must immediately be taken to ensure the well-being, protection and development of the child.

The rights of young employees are to be protected for staff under the age of 18. They may only be employed if their working conditions do not jeopardise their health, safety, morale and development.

¹ Universal Declaration of Human Rights

² UN Guiding Principles on Business and Human Rights

³ OECD Guidelines for Multinational Enterprises

⁴ ILO Convention Nos. 138 and 182

⁵ ILO Convention Nos. 138 and 182

Prohibition of forced labour⁶

We believe compliance with ethical standards is crucial, and we reject all forms of forced or compulsory labour, including debt bondage, slavery and human trafficking.

Our suppliers must ensure that all their staff are working of their own free will and are not subjected to any pressure or threats. The working conditions must meet international standards and respect human dignity.

We expect our suppliers to take steps to prevent forced labour in their supply chain, for example through monitoring mechanisms and training. For us, compliance with these standards is a fundamental part of the commitment to ethical principles and human rights.

Wages⁷

Fair and transparent wages in our supply chain are extremely important to us, and we are committed to the following principles:

Statutory requirements: We comply with all statutory and collective agreement provisions on wages, including minimum wages.

Countries with no minimum wage: In regions where there are no legal regulations, we pay sufficient wages to ensure that our employees can meet their basic needs.

No unauthorised deductions: Unauthorised wage deductions are forbidden. Payment of wages must be transparent and comprehensible.

We expect our suppliers to follow these principles in the same way.

Working hours⁸

As a company aware of our responsibility, we are committed to complying with fair working conditions, and we expect the same from our suppliers. In accordance with these principles, we expect compliance with national regulations and in any case with the minimum standards of the ILO.

Freedom of association⁹

We respect the rights of employees to freedom of association, freedom of assembly and collective bargaining, and we expect the same from our suppliers. In particular this includes:

Trade union rights: Employees are free to join trade unions if they wish, without fearing reprisals.

Freedom of assembly: Our suppliers must respect the right to freedom of assembly and collective expression of opinion within the framework of the law.

Collective bargaining: We support the right to collective bargaining and expect constructive negotiations where legally possible.

⁶ ILO Convention Nos. 29 and 105

⁷ ILO Convention Nos. 26 and 131

⁸ ILO Convention No. 1; ILO Recommendation No. 110

⁹ ILO Convention Nos. 11, 87, 98, 135 and 141

Alternative mechanisms: If freedom of association is restricted in any way, alternative methods of conflict resolution must be found.

These principles promote fair working relationships in our supply chain.

Diversity, inclusion, non-discrimination¹⁰

We are committed to creating an inclusive working environment which values diversity and promotes equal opportunities. Our guidelines include:

Equal opportunities: All staff have the same professional opportunities, regardless of their background, gender, age, health, sexual orientation or beliefs.

Anti-discrimination: We do not tolerate any kind of discrimination. Suppliers must ensure that their working environment is free from discrimination.

Equal pay: We support equal pay for equivalent work, and we expect the same from our suppliers.

Valuing diversity: We promote an inclusive working environment where different perspectives are viewed as an asset.

These principles emphasise our commitment to diversity and equal opportunities in the supply chain.

Health and safety in the workplace¹¹

We are committed to maintaining workplace and health protection standards that guarantee the health and safety of our employees and of third parties. Our aim is to prevent accidents and work-related illnesses.

Risk assessments: We conduct regular risk assessments to identify hazards and take steps to eliminate them.

Protective equipment: We provide suitable protective equipment to ensure individuals are protected.

Training: We provide comprehensive training for our staff on workplace safety and how to respond in the event of an emergency.

Coordination: We work with suppliers to promote tried-and-trusted health and safety practices.

Our commitment reflects how much we care about providing a safe working environment.

Environmental responsibility

¹⁰ ILO Convention Nos. 100, 111 and 159; ILO Recommendation No. 165

¹¹ ILO Convention Nos. 155, 183 and 184; ILO Recommendation No. 164

Our approach:

In all our business activities, we believe it is vital that we do not abuse any human rights or contribute in any way to human rights abuses. We expect the same from our business partners. Wherever necessary and possible, we offer support to our suppliers in this regard.

We are committed to **using resources efficiently** through process optimisation and digitalisation, in order to continuously improve the way we work. A key aspect of this is optimising how we process poultry and ensuring that no parts are wasted, which underlines how much we respect the animals and how they contribute to our production.

We also work closely alongside our contractual partners to monitor our carbon footprint. Our aim is to minimise the environmental impacts across the **upstream value-added chain**. We maintain regular contact with our farmers and work together to evaluate where we can optimise our processes, with support from the Verband Geflügelwirtschaft Österreich (the Austrian poultry industry federation). This includes using innovative methods to reduce our environmental footprint even further.

We make sure that we **comply with the EU Deforestation Regulation (EUDR)**: We ensure that no products which are in any way related to deforestation or forest degradation are used in our value-added chain. Our suppliers must comply with this regulation, in particular with regard to traceability and transparency. We do not work with suppliers who do not meet these requirements. This reflects our firm commitment to preserving the world's forests, which are essential for the global climate.

We seek to **increase our energy efficiency** and to maximise the amount of green or renewable energy in our energy consumption at our sites. Using energy efficiently has more than just environmental benefits: it also helps our business financially and reduces our costs in the long run.

What we expect from our suppliers:

We expect our suppliers to **make the same efforts and maintain high standards, in particular when it comes to animal welfare**. Only by working together can we ensure a sustainable and responsible value-added chain that meets the needs of today's world without risking opportunities for future generations.

Governance

Corruption¹², trade control, money laundering

In our company culture, we utterly reject all forms of bribery and corruption. We expect our suppliers to share these values and to take an active stand against all forms of bribery and corruption. The following guidelines make clear what we expect from our suppliers:

Suppliers must act ethically, transparently and with integrity, and must not engage in any form of corruption, bribery, extortion, money laundering, fraud or other dishonest business practices.

In particular, they must:

- Comply with the applicable anti-corruption and fair competition laws and regulations and possess the required authorisations and certificates.
- Not offer or accept any inappropriate or illegal payments, gifts, benefits or invitations to or from employees, customers, authorities or other business partners.
- Not use or disclose any insider information or manipulate the market.
- Not create or tolerate any conflicts of interest that may compromise the independence, objectivity or loyalty of business partners.
- Protect and prevent misuse of confidential information and the intellectual property of the WECH Group and other business partners.
- Continuously monitor, measure and improve anti-corruption policies and fair business practices, and introduce and maintain compliance management systems.

Fair competition

Our partnership is founded on the principle of open and fair competition. We expect our suppliers to comply with the following guidelines to ensure that our business relationship is based on transparency, integrity and fair competition:

- Reject anticompetitive agreements: Our suppliers must not tolerate or be party to any anticompetitive agreements.
- Comply with applicable antitrust laws: Our suppliers must act in accordance with the applicable antitrust laws. This includes not committing any acts which breach antitrust laws and ensuring that their business practices follow the principles of fair competition.
- Reject dishonest business practices: We expect our suppliers to avoid all dishonest business practices so that they do not gain any unfair competitive advantage. This includes bribery, price manipulation, improper influence over market data and similar practices.

Transparency and honesty:

Our suppliers should conduct their business in a transparent and honest way. Information

¹² United Nations Convention against Corruption

about products, prices, terms & conditions and other aspects relevant to their business should be communicated in a clear and understandable form.

Reporting anticompetitive practices:

If our suppliers become aware of potential anticompetitive practices, they must report them to us immediately.

Personal data, protection of confidential information and intellectual property

We respect the privacy rights of our employees, business partners and customers, and when handling personal data we comply with the applicable laws and official directives on processing personal data and information security.

We ensure that business secrets entrusted to us, as well as other confidential information from our business partners and customers, are carefully protected to ensure no unauthorised parties can access, use or disclose this information. As a minimum, we comply with the applicable legal regulations on the protection of business secrets.

We fully respect the intellectual property of our business partners, customers and third parties. When transferring know-how and technologies, we ensure that suitable steps are taken to protect intellectual property rights.

Our suppliers respect the privacy rights of all staff, business partners and customers. All processing of personal data is conducted in accordance with the applicable data privacy laws and official directives.

As well as guaranteeing the security and integrity of our business relationship, compliance with these principles strengthens the trust between us and our suppliers.

Consumer interests

We have taken appropriate steps to guarantee the safety and quality of the products and services we offer. These steps include ensuring that our products comply with the applicable legal provisions for consumer protection.

This also applies to the continuous evaluation of our suppliers, so that our ultra-high quality and safety standards are met without exception.

Our suppliers assist us in this regard by taking suitable steps to promote consumer understanding of the products and services we offer.

Following these principles does more than just contribute to long-term customer satisfaction: it also strengthens trust in the products and services supplied.

Implementation

Communication and training

We take appropriate and reasonable steps to ensure compliance with this Code of Conduct across our sites at all times. The contents of this Code of Conduct are communicated internally and explained to staff, business partners and other key stakeholders. Our staff are given training on the various issues covered by this Code of Conduct as required. We expect our staff to act in accordance with this Code of Conduct.

What we expect from our supply chains, monitoring procedures

The principles of this Code of Conduct reflect our expectations of our supply partners and other contractual partners in the supply chain. We believe in long-term business relationships based on partnership, and we identify and review potential contract partners before entering into supply relationships with them, using suitable means such as voluntary disclosure, evaluating suppliers or other methods.

We expect our suppliers to meet the requirements of our Code of Conduct or to implement their own comparable code of conduct, and we encourage them to expect the same from their contractual partners in the supply chain. We reserve the right to monitor compliance with our expectations, for example by conducting audits. On request, suppliers must provide the WECH Group with all relevant information, documents or evidence to demonstrate their compliance with this Code of Conduct. In addition, they must authorise the WECH Group or a party commissioned by the WECH Group to inspect their facilities and ask questions of their staff or other relevant persons in order to monitor compliance with this Code of Conduct.

In the event of serious breaches of this Code of Conduct, we reserve the right to take suitable contractual actions, including the possibility of terminating the business relationship.

Evidence of breaches

We take all breaches of this Code of Conduct very seriously. If we are made aware of incidents of this kind, we will take steps to investigate the matter in an appropriate and confidential way. If required, we will implement suitable corrective or preventive measures. We believe a transparent whistleblower system is extremely important, and we ensure that all parties can report breaches in a secure and confidential way.

Whistleblower platform for Austrian sites: [Whistleblower platform](#)

Whistleblower platform for eFeF Hungary: visszaelesbejelentes@efef.hu

Concluding remarks:

The WECH Group is committed to the highest quality, safety and sustainability standards in poultry processing. With sites in Austria, Hungary and Slovenia, we believe in close partnerships and responsible production processes, and open and honest dialogue with our suppliers and business partners is a top priority for us. Our commitment to the Sustainable Development Goals (SDGs) and our Corporate Social Responsibility (CSR) Policy underline how much we care about acting ethically, fairly and with respect. We work alongside our partners to create a sustainable future and guarantee that our products meet the highest standards.

WECH Group Managing Directors:

DI Dr. Karl Feichtinger

DI Paul Pötz