



Code of Conduct Wolf Group

Status as of February 2026

Introduction

The Wolf Group values social, economic, and environmental sustainability in its collaborations with business partners and suppliers. The Wolf Group Code of Conduct outlines the fundamental principles for these partnerships.

The Code of Conduct (CoC) is based on international standards and the United Nations Sustainable Development Goals, and the principles contained therein set out the minimum standards for our business relationships:

- International Charter of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Convention on Women's Rights
- UN Convention on the Rights of the Child
- Ten Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises
- Core labor standards of the International Labor Organization (ILO)
- Paris Climate Agreement
- Stockholm Convention
- Basel Convention
- SMETA guidelines
- ETI Base Code
- IWAY Standard

The national and local laws and regulations of the respective countries of business activities, as well as the principles described in this Code of Conduct or similar standards, apply. In addition, the implementation and participation of business partners must be ensured through an appropriate internal procedure.

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Eingetragen: HRB 2768
Amtsgericht Amberg



Steuer-Nr.: 248/173/06108
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Due diligence of companies

Reporting violations of the Wolf Group's CoC

The supplier is obliged to report violations of the CoC. The report must be made in a manner that protects the interests of the respective parties and respects the rights of their employees, in particular, data protection and the protection of business relationships.

The report can also be submitted via our whistleblower portal:

<https://wolf-essgenuss.de/hinweisgeberportal/>

Other business partners

Business partners must be informed about the CoC and are obliged to comply with it.

Anti-corruption

Business partners shall comply with all applicable national and international anti-corruption regulations, laws, rules, and standards. Business partners must adhere to a zero-tolerance policy against all forms of bribery, corruption, extortion, and embezzlement. Business partners shall comply with all applicable trade and import regulations, including sanctions and embargoes applicable to this work. This also includes compliance checks against the relevant watch lists and sanctions lists of the EU, UN, UK, and US governments.

Money laundering and financial records

Business partners comply with all applicable anti-money laundering laws and regulations. Business partners maintain financial records and prepare reports in accordance with international laws and regulations.

Fair competition

Business partners comply with applicable competition and antitrust laws.

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Human rights and working conditions

Discrimination

The Wolf Group rejects any form of discrimination. Business partners undertake to refrain from and prevent any form of discrimination and to ensure equality and equal rights. All aspects of the entire employment relationship must be taken into account, in particular recruitment, training, further training, remuneration, promotion, termination, retirement, and disciplinary measures.

Everyone is to be treated equally, regardless of their age, gender, sexual orientation, pregnancy, disability, nationality, ethnic origin, skin color, religion or belief, political opinion, social background, or marital status.

Equal opportunities for all genders are guaranteed in all aspects of training and business partners undertake to prevent and actively combat any form of discrimination.

Fair treatment

The supplier shall ensure that there is no inhumane or unfair treatment. This includes, in particular, sexual harassment, physical treatment and punishment, coercion, and verbal abuse. Employees must not be threatened with behavior. As a matter of principle, prison labor or forced labor is not used.

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Child labor and special protection for young workers

Any form of child labor is prohibited.

The supplier complies with regulations for the protection of minors and does not employ child labor. The minimum age for employment of underage workers must not be below the age at which compulsory schooling ends, unless the exceptions recognized by the ILO. National and international legislation must be complied with in all cases to protect minors. In addition, employees of legal age may perform night work or dangerous work. The supplier must ensure that the work performed by young workers has no negative impact on the health, safety, development, and morals. Participation in vocational training programs should be encouraged and must not be impaired.

Complaint mechanisms

The supplier is obliged to provide appropriate complaint mechanisms for its employees. The complaint mechanism must meet the following requirements:

- It must be easily accessible to all employees, trustworthy, fair, and allow for anonymous complaints.
- All employees must be informed of its existence
- The handling of complaints must be transparent
- Employee representatives must be consulted if necessary
- Complaints and their resolution must be documented in writing
- Employees who submit complaints are not treated unfavorably

Any type of complaint can also be submitted via our whistleblower portal:

<https://wolf-essgenuss.de/hinweisgeberportal/>

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Safety, health, and working environment

The supplier shall ensure that the working environment, workplaces, and work equipment comply with legal requirements.

Systems are put in place to identify, assess,

Preventing and combating hazards and ensuring safety. The supplier shall take measures to prevent potential accidents, injuries, and illnesses among employees that are related to their work.

The minimum requirements for a safe and healthy working environment include the following points:

- Hygienic working conditions
- Provision of drinking water
- Adequate lighting
- Adequate temperature control
- Sufficient ventilation and supply of fresh air
- Adequate sanitary facilities
- Provision of personal protective equipment
- Occupational health care and the associated facilities

Fire safety and emergency care requirements must be complied with.

In addition, the supplier shall ensure that employees may leave the company premises in dangerous situations without permission.

If accommodation is provided, it must be safe and clean.

Accommodation should also meet employees' basic needs.

All employees must receive regular training on occupational safety, health, and workplace emergencies. The training must be documented.

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Wages and working hours

The supplier is obliged to comply with all relevant laws, regulations, and industry standards. Employees must be paid at least the statutory minimum wage. If other collective bargaining agreements or collective agreements apply, then

employees must be remunerated accordingly. The supplier shall ensure that remuneration is sufficient to enable its employees and their families to live in dignity. Statutory social benefits must be provided.

Remuneration is to be paid in a timely, regular, and complete manner using a legally recognized means of payment.

Deductions from wages are permissible only if they are legally justifiable or stipulated in collective bargaining agreements. Wage deductions as disciplinary measures are not permitted.

Deductions for benefits in kind are permissible only to a limited extent and in a reasonable proportion...

The supplier shall ensure that the working hours of employees comply with the statutory regulations. This includes working time regulations, including overtime, breaks, rest periods, and vacation time. Overtime is always voluntary and

must be agreed with the employees in advance. Furthermore, employees may not be required to work more than 48 hours per week on a regular basis, and no more than 60 hours per week, including overtime.

Overtime

must be compensated separately in accordance with national law or through time off in lieu.

The regulations on paid sick days and parental leave must be observed.

Every employee has the right to take a day off after six consecutive working days. day off.

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Right of association

The right of employees to freely and democratically establish and join an employee representative body or trade union remains unaffected by the supplier. The supplier may not deny the employee representative body

access to employees. Employees have the right to collective bargaining to resolve workplace and wage issues. The assertion of these rights by employees must not be punished with reprisals.

Land law

Suppliers and their business partners shall respect prevailing land rights. Any unlawful eviction or unlawful seizure of land, forests, and water bodies that secure the livelihoods of one or more persons, particularly in connection with acquisition or development, is prohibited.

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Animal welfare

The Wolf Group is committed to upholding the highest animal welfare standards throughout the supply chain. This includes species-appropriate husbandry, humane transport, and stress-free slaughter of animals in accordance with the provisions of the German Animal Welfare Act (TierSchG) and the EU Animal Welfare Regulation.

Our suppliers and business partners are obliged to respect these standards and ensure that all animal products come from sustainable, responsible, and certified sources. In particular, we expect:

- Species-appropriate husbandry: Compliance with minimum requirements for space, enrichment materials, and access to fresh air, based on national and EU-wide animal welfare guidelines.
- Prohibition of animal abuse: Any form of violence or inappropriate treatment of animals is strictly prohibited.
- Transparency and traceability: Suppliers must document the origin and conditions of animal husbandry in a traceable manner and disclose this information upon request.
- Minimization of stress during transport: Animals may only be transported under conditions that comply with animal welfare requirements and in accordance with the EU Transport Regulation (EC 1/2005).
- Stress-free slaughter: Compliance with legal stunning regulations and minimization of suffering in accordance with EU Regulation (EC) No. 1099/2009 on the protection of animals at the time of killing.

Violations of these principles must be reported immediately and will result in a review of the business relationship.

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Resources, energy, and the environment

Environmental protection laws

The supplier and its business partners are obliged to comply with all relevant environmental protection laws and regulations. The necessary environmental permits and approvals must be obtained, kept up to date and complied with. The above-mentioned agreements regarding mercury, persistent organic pollutants, and hazardous waste.

Environmental impact

Environmental impacts resulting from the supplier's business activities must be minimized

This includes in particular:

- Air emissions: The supplier is required to monitor air, noise, and greenhouse gas emissions in all operational processes and to minimize them using cost-effective solutions.
- Discharge into water: Wastewater from all operational processes must be checked before being discharged or disposed of into water and treated if necessary. Furthermore, measures should be introduced to reduce wastewater generation as far as possible.
- Waste and hazardous substances: The supplier uses a systematic approach to identify solid waste, reduce it, and dispose of or recycle it responsibly. Where possible, packaging is avoided, reduced, and/or improved to reduce its environmental impact. Chemicals or other materials that could pose a risk to the environment if released must be identified and handled in a way that ensures safety.
- Reduction of raw material consumption: The supplier must make reasonable efforts to achieve a permanent reduction in resource consumption.

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Climate and energy management

The supplier undertakes to systematically record, evaluate, and continuously reduce the impact of its business activities on the climate and energy consumption.

This includes in particular:

- Introduction or maintenance of a documented energy or environmental management system (e.g., ISO 14001, ISO 50001, or comparable) or equivalent internal procedures
- Recording and monitoring energy consumption and direct and indirect greenhouse gas emissions (Scope 1 and Scope 2, and Scope 3 where possible)
- Setting measurable targets for reducing energy consumption and greenhouse gas emissions
- Implementation of appropriate measures to increase energy efficiency
- Examination and – where economically feasible – use of renewable energies
- Provision of relevant key figures or evidence at the request of the Wolf Group

Suppliers also undertake to assess climate risks and opportunities in their own business areas and to implement appropriate measures to minimize risks.

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Compliance with the Code of Conduct

Implementation in the supply chain

Business partners and suppliers undertake to apply the Code of Conduct appropriately throughout the supply chain and to enforce it among their own contractual partners through appropriate contractual agreements.

The requirements relating to climate, energy, and greenhouse gas reduction must be communicated appropriately throughout the supply chain.

Remedial action

If a violation of the Code of Conduct has already occurred or is imminent in its own business area or in the supply chain of its business partners, the business partner undertakes to:

- Immediately take all necessary measures to end or prevent this violation as quickly as possible, or at least minimize its extent;
- At the request of the companies of the Wolf Group, to submit and implement a concept for ending or minimizing the violation;
- At the request of the Wolf Group companies, to work with them to develop and implement a plan to end, prevent, or minimize the violation.

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Audits

The Wolf Group is entitled to review compliance with this Code of Conduct on a risk-based and appropriate basis. To this end, the business partner shall, at the request of the Wolf Group, provide all necessary information and details and, after giving reasonable advance notice, allow the Wolf Group to conduct on-site inspections of its operations. The Wolf Group may also commission a third party bound to secrecy to carry out this audit. Data protection regulations and the business partner's business and trade secrets must be protected. Audit rights under other provisions remain unaffected. Upon request, the business partner shall ensure that subcontractors used to provide services grant the Wolf Group corresponding audit rights.

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[AM1]
Commitment to Code of Conduct

We hereby confirm that we accept the Wolf Group's Code of Conduct and will comply with the standards set out therein.

Supplier name:

Place, date

Name, signature

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