

CODE OF CONDUCT FOR EMPLOYEES AND BUSINESS PARTNERS



Introduction

Kraeber & Co GmbH (hereinafter referred to as “Kraeber” or “we”) is committed to conducting all business activities in accordance with the highest legal, ethical, and quality standards, while acting with social and environmental responsibility.

As an internationally operating company in the field of health-related and care substances, we recognize our responsibility towards the safety and quality of our sensitive products, our customers, our business partners and our employees. Our goal is to foster a respectful, safe and sustainable working and business environment built on trust, quality and accountability.

This Code of Conduct outlines our core values and principles of behavior and serves as the foundation for responsible decision-making and actions throughout our organization. It applies to all employees, managers and business partners, regardless of their function, level of responsibility or location.

By committing ourselves to integrity, fairness and sustainability, we strengthen trust in our company and contribute to a safer, healthier and more responsible world.

1. Our Attitude: Responsibility as a Foundation

“From person to person” – under this guiding principle, we understand partnership-based cooperation as both, an opportunity and a commitment. We act with respect, fairness and a strong awareness of the impact of our actions.

Every decision is guided by a sense of responsible cooperation—both within our company and throughout our entire supply chain.

Kraeber strictly rejects corruption, unfair competition and any form of market manipulation. Our business practices are transparent, compliant with applicable rules and regulations and focused on building long-term partnerships.

2. Compliance with Laws and Regulations

We are committed to complying with all applicable laws, regulatory requirements, guidelines and standards.

In particular, this includes:

- **Pharmaceutical regulations:**
All substances comply with the relevant laws and regulations (e.g., the German Medicines Act (AMG), AMWHV/GxP, and ICH guidelines).
- **Cosmetic regulations:**
We ensure that all substances comply with the applicable legal requirements for cosmetic products and are responsibly assessed and documented.
- **Feed and food law:**
As a registered feed business operator under Regulation (EC) No. 183/2005, we ensure that all substances used—including animal by-products in accordance with Regulation (EC) No. 1069/2009—meet the legal requirements for safety, health and labeling.
- **Product safety:**
Our products meet the highest safety standards.
- **Environmental protection:**
We comply with environmental laws, implement measures to reduce emissions and waste and are committed to conserve natural resources.
- **Data protection:**
Protecting company, product and personal data is a top priority. We act in accordance with the GDPR and all other applicable data protection regulations.
- **Occupational health and safety:**
Our employees are at the heart of our company. It is self-evident to us that we

fully comply with all requirements to protect their health and safety. German legislation sets some of the highest standards worldwide and we are fully committed to meeting them reliably.

3. Integrity and Transparency

We act with honesty, reliability and accountability. Information about our products and processes are communicated openly and truthfully. Data and confidential information are carefully protected, conflicts of interest are disclosed and decisions are always made in the best interests of the company and our business partners.

- **Interactions with public officials:**
Our suppliers must ensure that any interaction with public officials or politically exposed persons is conducted with the utmost care and in full compliance with applicable laws, ensuring that no improper business advantages are obtained.
- **Avoidance of conflicts of interest:**
Our suppliers must ensure that business interests are strictly separated from the personal interests of employees, so that decisions –particularly those relating to Kraeber– are made objectively and without undue influence.
- **Fair competition:**
Our suppliers must comply with all applicable antitrust and competition laws and carefully protect confidential information where required.
- **Foreign trade compliance:**
Where suppliers are subject to trade and customs regulations, they must implement appropriate processes and procedures to ensure compliance in import, export and the exchange of information. They must not conduct business with individuals, organizations or countries that are subject to applicable sanctions.

4. Sustainability and Environmental Responsibility

Sustainability is an integral part of our actions. We are committed to the continuous improvement of environmental standards, responsible use of resources and sustainable value creation.

- **Precautionary principle:** Kraeber is committed to identifying environmental risks at an early stage and acting in accordance with the precautionary

principle in order to avoid potential negative impacts on people and the environment.

- **Energy efficiency:** Resource-efficient operations by usage of modern facilities and the utilization of our own photovoltaic systems.
- **Waste management:** Waste prevention, recycling and proper disposal are integral parts of our processes.
- **Sustainable sourcing:** Wherever possible, raw materials are sourced regionally and with consideration for ecological and social criteria.
- **Packaging:** Environmentally friendly and recyclable packaging is preferred and continuously optimized.

5. Social Responsibility and Workplace Culture

We create a fair, respectful and safe working environment that promotes diversity, equality and well-being.

- **Equal opportunities:** No discrimination based on gender, origin, religion, age or personal characteristics.
- **Safety and health:** Preventive measures and occupational health services ensure safe working conditions.
- **Fair compensation:** Fair and performance-based remuneration is a matter of course for us.
- **No child or forced labor:** We strictly reject child and forced labor—this is equally important to us in relation to our business partners.
- **Social engagement:** Support for social and regional projects, for example in the fields of education or sports.

6. Responsibility in the Supply Chain

Our partners and suppliers are an essential part of our quality and responsibility system.

- **Sustainable sourcing of raw materials:** All substances are sourced responsibly and in compliance with applicable laws.
- **Transparency and control:** Only verified and qualified suppliers are engaged—regularly reviewed through audits and document assessments.
- **Animal welfare:** The sourcing of animal-derived raw materials is carried out in compliance with environmental and animal welfare regulations and, where necessary, verified through our own on-site inspections.

7. Quality and Product Safety

Our certified quality assurance systems in accordance with GMP, GDP, and ISO 9001 ensure that all products are safe, of high quality and fully traceable.

- **Highest standards:** All substances meet regulatory requirements and are subject to comprehensive controls.
 - **Traceability:** All products supplied by us can be clearly and precisely traced at any time through our ERP system.
 - **Regular audits:** Internal and external audits, as well as cooperation with regulatory authorities, ensure compliance with all requirements.
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8. Innovation with Responsibility

We invest in continuous improvement processes to develop safe, sustainable and innovative products. In doing so, we adhere to high ethical, environmental and quality standards.

Our commitment: technology and innovation in harmony with responsibility.

9. Whistleblower Protection and Reporting of Violations

Kraeber promotes an open and transparent corporate culture. Employees are expressly encouraged to report potential violations of laws or internal policies—openly or anonymously.

All reports are treated confidentially and carefully reviewed. Individuals who report concerns in good faith are protected from discrimination or retaliation.

10. Applicability and Continuous Development

This Code of Conduct is binding for all employees, managers and business partners of Kraeber.

Violations may result in disciplinary or employment-related consequences.

Kraeber regularly reviews this Code and updates it in response to legal, social or environmental developments.

Our objective remains unchanged: to act responsibly - today and in the future.

Through our daily actions, we contribute to a reliable, safe and sustainable world.

Kraeber & Co GmbH
Committed to health, responsibility and quality.