

	CODE OF CONDUCT & ETHICAL POLICY	ALG 07 REVISIONO.: 01
		DATE: 09-09-2025

Code of Conduct & Ethical Policy

1. Purpose of the policy

At Champi-mer, we strive for a culture of honesty, respect and responsibility. This code of conduct helps us all to work together in an ethical, honest and transparent manner. Everyone who works within or on behalf of Champi-mer contributes to this goal by complying with the agreements in this document.

2. Scope

This policy applies to:

- All employees, including temporary staff, interns and agency workers
- Management and directors
- Service providers, suppliers and other external partners who work with or on behalf of Champi-mer

3. Corruption and bribery

We believe it is important that all business decisions are made in a fair and objective manner. Therefore, at Champi-mer it is not permitted to:

- Offer money, gifts, services or other benefits to influence decisions
- Accept personal benefits from third parties without written permission
- Accept gifts with a value exceeding €50 (cash gifts are always excluded)
- Make facilitation payments ('bribes') to government agencies or inspection bodies
- Exert undue influence through intermediaries or third parties

If you have any doubts or questions about a situation, we encourage everyone to discuss it internally. We want to hear about any suspicions of bribery or corruption immediately so that we can take action together.

4. Fraud

Fraud – deliberate deception for personal or business gain – is contrary to our values and the law. We expect everyone to be alert to this, as it can damage our reputation and food safety.

5. Theft and misuse of property

It is not permitted to steal, misappropriate or misuse the property of Champi-mer, customers or colleagues.

This means, among other things, that:

- Products and materials may only be taken with permission
- Company resources may only be used for business purposes

WRITER: Champi-mer		PAGE. 1/3
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	CODE OF CONDUCT & ETHICAL POLICY	ALG 07 REVISIONO.: 01
		DATE: 09-09-2025

- Confidential information may not be used or shared for personal gain

6. Unethical behaviour

We want a working and business environment in which everyone feels respected. Therefore, we do not accept:

- Discrimination, intimidation or abuse of power based on gender, origin, religion, sexual orientation, age or any other personal characteristic.
- The dissemination of inappropriate comments, racist or sexist statements or other forms of inappropriate behaviour.
- Commercial practices that violate laws and regulations, such as price fixing, false advertising claims or circumventing food safety rules.
- Deliberately ignoring internal procedures that guarantee the quality, safety or traceability of our products.

7. Conflict of interest

Personal interests should not influence business decisions. If you're not sure whether a situation could be seen as a conflict of interest, it's a good idea to discuss it beforehand.

In addition, suppliers and other partners are required to comply with Champi-mer's [Code of Conduct for Suppliers](#), which sets out similar principles of integrity.

8. Reporting violations

Champi-mer attaches great importance to an open and transparent corporate culture in which employees feel safe to report misconduct. Employees are encouraged to report suspicions of misconduct or violations of this code of conduct confidentially through one of the following channels:

- Their immediate supervisor
- Designated external confidential advisor
- Whistleblower scheme

We always treat reports confidentially and with care.

9. Consequences of violations

Violation of this code of conduct may result in disciplinary measures, including:

- Written warning

WRITER: Champi-mer		PAGE. 2/3
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	CODE OF CONDUCT & ETHICAL POLICY	ALG 07 REVISIONO.: 01
		DATE: 09-09-2025

- Suspension or dismissal
- Civil or criminal charges
- Termination of cooperation with external parties

The management reserves the right to take further legal action depending on the seriousness of the violation.

10. Final provisions

Management shall ensure that this code of conduct is complied with and reviewed annually. The code of conduct shall be evaluated at least once a year and, if necessary, revised to keep it in line with:

- Relevant legislation and regulations
- Social developments
- Risks within the sector
- Daily practice within Champi-mer

In addition, employees are periodically informed and, where necessary, trained to ensure that the content and application of the code of conduct are embedded within the corporate culture.

Version: 1.0

Effective date: 9 September 2025

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