



Human Rights Policy

Polch, 22.01.2025

Griesson-de Beukelaer (GdB) is a leading company in the European sweet and savoury baked goods market. As a modern, family-owned enterprise with a long tradition, it is responsibility, sustainability and taking the long-term view in how we do business that determine our corporate character.

Safeguarding and respecting human rights and subsequent environmental obligations are crucial for us. This is why we support the implementation of internationally recognised human rights principles, fair labour conditions and environmental protection both in our company and along the supply chain.

This policy statement represents our position and commitment to human rights and environmental due diligence both within our company and towards our business partners.

GdB hereby commits to comply with all applicable laws. We are a signatory to the UN Global Compact and align our socially and environmentally responsible corporate governance with the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles), the core international labour standards of the International Labour Organization (ILO) and the OECD Guidelines for Multinational Enterprises.

We expect our business partners and suppliers to respect human and labour rights in their business activities, to abide by environmental standards, to prevent and stop corruption and to show continuously best efforts to promote and demand fulfilment of these requirements in their supply chains.

This includes, without limitation, the following criteria:

- No child labour, as required in the ILO regulations and/or national laws;
- All forms of forced labour are forbidden;
- Work is remunerated fairly, the wage is at least as high as the national legal minimum wage. The working hours take into account the respective national legislation and are based on international labour guidelines;
- Employees' health & safety at work is ensured and a clean work environment is provided;
- Each employee in the supply chain has the right to freedom of association and collective bargaining;
- Discrimination is unacceptable, regardless of form or fashion;
- Environmental protection and mitigation of climate change must be observed.

The complete requirements can be found in the Supplier Code of Conduct published on our [website](#).



Senior management bears ultimate responsibility for the implementation of and adherence to this Declaration. This will ensure that each department is aware of the requirements for implementing due diligence with regard to human rights and environmental laws, and implements any measures that may be required into their business processes.

At Griesson – de Beukelaer, the departments Human Resources, Sustainability and the Purchasing departments are mainly assigned with the operative implementation. They coordinate our company-wide activities for putting into effect due diligence: implementing risk analysis, organising preventive and remedial measures, documentation and reporting. Adherence is monitored by the Compliance Officer, who is also responsible for the whistleblowing mechanism.

We conduct an appropriate risk analysis in order to identify, evaluate and address any potential and actual adverse impacts on human rights and/or environmental duties in our business sector and at our direct suppliers. In the event of any substantiated findings, we will expand our risk analysis on an ad hoc basis to indirect suppliers. As a manufacturer of sweet and savoury baked goods, we focus our efforts to implement the due diligence relating to human rights and environmental laws in the supply chain on the direct suppliers of our raw materials and packaging as well as on service providers close to our production process, such as temporary employment agencies and cleaning contractors.

If a risk is identified which shows that our business activities are causing or contributing to an adverse impact on human rights or environmental duties, we have in place a procedure for assessing, changing, halting and/or correcting the activity.

We hold regular internal training courses to inform our employees about human rights and environmental duties and to create greater awareness of these issues in their day-to-day work.

All stakeholders have the opportunity to report compliance violations or potential violations of human rights and environmental obligations via our multilingual whistleblower system on our website. All reports and information, which can also be submitted anonymously, are processed confidentially by our Compliance Officer, who acts independently of instructions.

Respecting human rights is an integral part of our Compliance Guidelines and thus determines our day-to-day work.

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Management of Griesson – de Beukelaer

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