Code of Conduct

1

Preamble

Moral integrity, reliability, decency and correctness characterise our daily actions. This extends to our dealings with our members, employees, customers, suppliers and the general public.

Honesty, sincerity and fairness are the standards we apply in our dealings with one another.

Qualitative growth and further development are the goals of our work, so we are not only interested in results, but also in how these results are achieved. We do not tolerate illegal or unfair means of achieving our goals, nor do we tolerate discriminatory behaviour.

Our compliance policy includes binding rules that apply equally to all of us. They oblige us to act accordingly and to refrain from anything that violates these rules.

2

Treating each other with respect

We treat each other with respect and on equal terms. We listen to each other, let others finish speaking, accept each other's opinions and remain objective and calm. We treat each other attentively and show consideration for one another.

We talk to each other, we address issues and mistakes openly, and we try to find results and solutions together.

At our company, no one is discriminated against on the basis of their origin, religion, gender, appearance, sexual orientation, political views, etc.

We take care not to violate personal boundaries.

3

Animal welfare

We comply with all animal welfare laws, rules and guidelines and ensure that the boars are well cared for. We also conduct regular training courses on good professional practice in boar husbandry. The animals are treated calmly and respectfully.

4

Dealing with business partners and data protection

We observe our in-house regulations on the protection of confidential information and trade secrets and only disclose internal information to third parties to the extent necessary and permissible..

Data protection, in particular the protection of personal data, and compliance with applicable data protection regulations are important to us.

5

Conflicts of interest

We separate personal interests from business interests and support the development of the company. We ensure that gifts are proportionate and appropriate and do not allow them to influence our decisions.

6

Operational procedures / hygiene regulations

We keep to all specified company procedures.

Work processes and work plans are available for every area and must be implemented at all times. In particular, the GFS hygiene regulations must be observed. Improvements and ideas for the processes are expressly welcome. If anything is unclear or you have any suggestions for improvement, please contact your line manager or the responsible person.

We are committed to responding to all emails and appointment requests promptly and professionally to ensure effective communication and cooperation within our cooperative.

7

Nature / Sustainability

We work in and with nature, review and improve operational processes for sustainability, and take these results into account when making new investments.

8

Occupational safety / Occupational health and workplace safety

Every employee is responsible for occupational safety in their area of work. All regulations on occupational health and safety must be strictly observed.

9

Dealing with intoxicants

We maintain a responsible approach to intoxicating substances. The consumption of alcoholic beverages and intoxicating substances is prohibited before working hours, during working hours and until the end of the journey home. Exceptions are alcoholic beverages during or after working hours in the context of company events. Spirits of any kind and all narcotics are excluded.

10

Handling company property

We handle the equipment and operating resources entrusted or provided to us with care and consideration.

11

Reporting rule violations

If employees become aware of a violation of legal regulations or internal conduct guidelines, they are required to report this. Depending on the situation, reports can be made to the immediate superior or person responsible, the management or the whistleblowing office.

Employees who report misconduct in good faith are protected from any disadvantages. Confidentiality is guaranteed.

Note on language:

For better readability and to maintain a clear, fluent style, we use the generic masculine form in our texts. This form includes all genders equally. Our goal is to promote an inclusive and appreciative corporate culture – regardless of gender, origin or identity.

September 2026

Signing

The undersigned hereby confirm the adoption and validity of these compliance guidelines.

Paul Hegemann **Dr. Meike Friedrichs** **Lukas Portmann**

Nadja Kuchheuser **Annegret Weenink**