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	Version: 06	Status: released
	Supplier Code of Conduct	Valid from: 30.06.2025

In accordance with our corporate strategy, Kahl GmbH & Co. KG is committed to the highest standards of ethics, social responsibility, and environmental protection. This Code of Conduct sets forth the expectations for our suppliers to ensure that our entire supply chain is responsible, sustainable, and compliant with applicable laws and international norms. Adherence to this Code of Conduct is a prerequisite for collaboration with our organization.

Forced Labour & Child Labour

The supplier does not encourage or support the use of forced labour, servitude, serfdom and human trafficking. The supplier shall not use, or encourage by its practices, prisoner labour or systems of holding to ransom or withholding of identity papers by the supplier or by third parties. Employees are free to terminate their employment contract following an agreed term of notice. The supplier does not engage in or support exploitative child labour and complies with the recommendations of the ILO conventions. Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Regular Employment, Adult Working Hours, Living Wages and Benefits

To every extent possible work performed must be on the basis of a recognized employment relationship established through national laws and practice. Workers employed on a temporary contract basis are covered by the provisions of this code. The supplier complies with local laws and regulations on working hours. Workers shall not on a regular basis be required to work in excess of legal permitted hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary and shall not be demanded on a regular basis and shall always be compensated at a prescribed premium rate. The supplier shall pay workers wages and benefits for a standard working week that meets, at a minimum, national legal standards or industry benchmark standards. The living wages should always be enough to meet basic needs and to provide some discretionary income. The company ensures that all workers are included in all appropriate state or private benefit provisions, especially work place injuries, maternity, invalidity and old age benefits.

Freedom of Association and Collective Bargaining

The supplier respects the right of all its workers to join a trade union of the person's own choice and to participate in its lawful activities.

Environmental Responsibility and Sustainability

The supplier must comply with all local laws and regulations, obtain and maintain the required environmental permits, e.g., permits for waste disposal, greenhouse gas emissions, raw material extraction, or raw material procurement in accordance with national Access and Benefit Sharing (ABS) laws. The supplier should minimize the negative impacts of their business activities by reducing pollution to the lowest level, promoting the efficient and sustainable use of resources, including energy, water, and materials, and minimizing the generation of waste, wastewater, and emissions. The local nature and biodiversity at the location of production facilities and fields and/or the collection area must not be damaged or over-exploited by the negative effects of land use changes, such as deforestation, drainage of wetlands, introduction of invasive or alien species, or the release of agrochemicals or other substances into the environment. The supplier should in particular ensure that the production and extraction of raw materials does not lead to the destruction of the resources and income base of marginalized population groups. The supplier should document the use of hazardous chemicals and other substances. This system includes an assessment and possible substitution or reduction of the substances, as well as a procedure for handling, storage, safe use, and training of employees. The supplier undertake to comply with all applicable laws regarding conflict minerals.

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Environmental Health & Safety

The supplier is committed to the prevention of workplace accidents and illnesses, the identification and the elimination of hazards, the protection of the environment and the continuous improvement of its Environmental, Health and Safety Management System. The supplier shall measure its environmental, health and safety performance in accordance with established standards.

Discrimination and Discipline

The supplier shall not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, national or ethnic origin (including minorities and indigenous people), caste, colour, religion, gender, marital status, sexual orientation, age, disability, union membership or political affiliation. The supplier shall abstain from any practicing of corporal, mental or physical punishment or verbal abuse.

Animal Rights and Welfare

The supplier confirms compliance with the EU Cosmetics Directive regarding animal testing. Throughout the entire value chain, proper consideration for animal welfare will be ensured.

Monitoring, Audits, and Continuous Improvement

Suppliers agree to cooperate with internal and external audits and to demonstrate compliance with this Code of Conduct. Measures for continuous improvement of social and environmental standards should be implemented. In case of violations, corrective actions must be taken promptly to restore compliance.

Responsibilities and Sanctions

Compliance with this Code of Conduct is a fundamental requirement for our business relationship. Violations may result in termination of the partnership. Suppliers are responsible for training their employees and ensuring adherence to these standards.

The Kahl Supplier Code of Conduct conditions are understood and accepted.

Company:

Date:

Signature:

Printed Name and role of signatory: