



GROUP

Code of Conduct



Preamble

We recognize the responsibility that comes with the growing size of our business towards all our stakeholders – employees, farmers and suppliers, shareholders, customers, consumers, and further stakeholders. We therefore attach great importance to compliance with laws including with the prohibitions of corruption practices, insider handlings, antitrust violations and other applicable laws. Equally, fair treatment of all our stakeholders, respect for human rights as defined in the UN guiding principles and the defined quality of our products are central to the way we run our business. Our Code of Conduct emphasises the importance of the points listed and defines corresponding guidelines for all employees of Emmi Group worldwide. This Code is supplemented by local or stakeholder-specific codes of conduct, which define detailed standards for those target groups.

Appropriate measures will be taken in the event of a breach of Emmi Group Code of Conduct.

Urs Riedener
Chairman of the Board

Ricarda Demarmels
CEO

Lucerne, January 2024



Quality

Emmi products must always meet the quality standards of customers and the expectations of consumers. The processes, working methods and controls required to achieve this are audited regularly. Quality checks on products, raw materials and machinery are performed according to defined standards.



Fair working conditions

We ensure that all employees receive a fair salary for their work. Both salaries and working hours are in line with at least the valid legal requirements at the place of work.



Diversity and Inclusion

We provide a place where everyone feels welcome, valued and inspired and offer growth opportunities for all our employees while ensuring non-discriminatory places of work. We recognize job performance based on merit and offer opportunities, regardless of gender, ethnic, social, or national background, skin color, religion or belief, sexual orientation, political opinion, age, disability or family status.



Respect for the law and Whistleblowing

Emmi adopts adequate policies and procedures to ensure that all employees can comply with applicable laws during their work activities. We encourage all employees and further stakeholders to report suspected wrongdoing with Emmi management, or other adequate internal authorities, or where required, through Emmi Whistleblowers Line. Regardless of the reporting method chosen, Emmi prohibits any discrimination, retaliation or harassment against good-faith whistleblowers.



Sustainability

Sustainability is part of our heritage and at the core of our responsible business model. We have a framework with specific targets in place to address social, environmental and economic challenges and are committed to advancing sustainable practices across and beyond our own operations.



Safety and Health

Emmi is committed to work structures that promote health, and supports corresponding preventive measures. Employees make every endeavor to ensure their own safety and health as well as third parties, in order to prevent damage. Corresponding provisions under Emmi's health and safety management policy and in particular its hygiene concept must be strictly followed.



Integrity

Business partners may only be selected on the basis of service references. Decisions are always made for business reasons and never for personal gain. Conflict of interest shall be avoided and no inappropriate gifts or invitations may be accepted from a business partner.