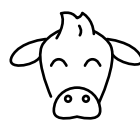
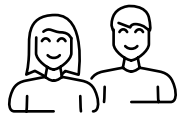




## OUR VALUES FOR A SOCIAL-ETHICAL COEXISTENCE



Albert Herz GmbH is an Allgäu-based alpine dairy and cheese wholesaler that, together with its parent company Bayernland eG, produces an extensive range of dairy products and supplies customers worldwide. Quality, reliability and integrity make us a trustworthy partner.

### These are our values

#### Our social and environmental responsibility to protect human rights

Responsibility, trust and fair treatment of people and the environment determine our corporate culture. We attach great importance to a sustainable value chain of our products and pay attention to compliance with socially ethical principles in our supply chains. We respect internationally recognised human rights in accordance with the Universal Declaration of Human Rights of the United Nations (UN) and the conventions and recommendations of the International Labour Organization (ILO) on labour and social standards. In particular, we reject any kind of forced or child labor without exception and are expressly committed to the prohibition of modern slavery or human trafficking.

#### Our responsibility towards our employees

The protection of our employees includes fair working conditions, as laid down in national and European social legislation, the applicable industrial and social standards, the collective agreements applicable in our industry and our company agreements.

The personal dignity, privacy and personal rights of each individual must be respected. No one may be disadvantaged or favoured on the basis of their ethnic or national origin, skin colour, gender, religion, political membership or belief, disability, age or sexual orientation. In particular, we strive to protect our employees from any form of intimidation, humiliation and harassment.

In order to preserve the health of employees and prevent accidents in the company or work-related illnesses in all areas, all relevant laws, regulations and internal requirements for building, plant and occupational safety must be implemented in our companies and our working environment. Workplaces and workflows must be designed in such a way that our employees are protected from health hazards. For the well-being of our young employees, international standards for the protection of minors must always be observed in our companies.

We comply with applicable laws and collective agreements when it comes to remuneration and pay our employees a fair wage and in no case less than the minimum wage applicable to our industry.

Like our parent company, Bayernland eG, we respect the right of our employees to freedom of association, to join trade unions or, if necessary, to be members of works councils. The freedom to organise and participate in employee representatives is not restricted, their activities are not hindered.

## Our responsibility to protect the livelihoods of humans and animals

We are continuously working to reduce environmental impact and resource consumption, as well as to improve the corporate carbon footprint (CCF) of our company and our products. An annual calculation of the corporate CO<sub>2</sub> footprint in accordance with the Greenhouse Gas Protocol will be part of our sustainable business strategy in the future.

We strive to reduce the use and consumption of resources during production, including water and wastewater, and to avoid environmental pollution of any kind. If necessary, production and maintenance processes or other procedures in the company are changed.

With the introduction of an energy and environmental management system in accordance with DIN EN ISO 14001 and DIN EN ISO 50001 in 2025, we have reached an important milestone in the further development of our company. The successful TÜV certification in September 2025 confirms that dealing with energy and environmental aspects is firmly anchored in our corporate strategy. In the course of this, we set ourselves concrete goals to reduce energy consumption, improve waste generation and reduce the burden on the environment. In doing so, we pay attention to the individual product life cycles of the packaging materials and are constantly working on the design of more efficient packaging.

We ensure that hazardous substances are handled responsibly. Chemicals or other materials that pose a hazard when released into the environment are identified and handled in such a way as to ensure safety when handling and disposing of these substances.

We also demand from our suppliers the protection of the environment required by the LkSG for the benefit of people. Harmful soil changes, water and air pollution, noise emissions and excessive water consumption must be avoided if this harms human health, significantly impairs the natural basis for the production of food or prevents access to safe drinking water or sanitation. Land, forests or bodies of water, the use of which secures people's livelihoods, must not be confiscated in violation of legitimate rights. We call for the implementation of regulations to prevent unlawful environmental impacts, in particular the Basel Convention on the Management of Hazardous Substances and Wastes, the Minamata Convention on the Minimization of Mercury Releases and the Stockholm Convention, with a focus on the elimination or reduction of the release of persistent organic pollutants (POPs).

The health and welfare of animals are important to us. The milk of our suppliers, the basis of our products, comes from cows that must be kept in compliance with the legal requirements for animal welfare and that must be cared for and fed appropriately according to their species and needs. Our cheese suppliers are either VLOG certified or comply with the corresponding EU regulation, which means that the feed of the animals in the upstream chain is also exclusively GMO-free.

## Free and fair competition

Our actions and decisions are based on the applicable laws of the German and European legal systems as well as the legal systems of the respective countries to which we sell our products.

We apply high standards of integrity to all our business activities. We do not tolerate corruption, extortion, embezzlement, bribery or acceptance of benefits and embezzlement in our company and in our business relationships. Our employees are generally prohibited from demanding and accepting unlawful benefits or other benefits in connection with a business activity. Giving or accepting gifts, favours, hospitality and other benefits is only permitted if they remain within the framework of business practice and the influence of a business or official decision is excluded.

The standards of fair business conduct and fair competition, in particular the applicable antitrust laws, must be observed. We do not tolerate any agreements or other concerted practices with competitors, our suppliers, customers and our employees that may unlawfully restrict, distort or prevent competition.

### Quality of our products

The quality of our products is our top priority. As part of our quality policy, high quality and safety standards must be strictly adhered to, and all laws and regulations of food law must be observed. Our top quality goal is to maintain food safety and product quality. This is implemented through an emphatic food safety culture, strict guidelines in our quality policy and concrete work and procedure instructions for quality management.

### Confidentiality, data protection and protection of intellectual property

We pay attention to the protection of confidential information and personal data in accordance with all relevant laws on data protection and information security. Trade secrets that our employees have become aware of in the course of their work must be treated confidentially. Technology and know-how transfer should take place in such a way that intellectual property rights are securely protected from access by third parties.

### Ethical business conduct of our suppliers

Our principles are the basis for cooperation with our business partners. The Albert Herz Code of Conduct contains our requirements for our suppliers. In particular, we expect our business partners to also commit to respecting human rights, commit to establishing appropriate due diligence processes and pass this expectation on to their own suppliers.

### Whistleblower system and policy statement

In cooperation with our parent company Bayernland eG, we have set up a whistleblowing reporting system and a LkSG complaint channel for employees and for third parties who would like to report a violation or may be affected by negative effects of a violation. The whistleblower and complaint procedure is accessible on our homepage ([www.herz-kaese.de](http://www.herz-kaese.de)) under the link Whistleblower system while maintaining confidentiality, identity and effective protection against discrimination.

With regard to our supply chain, we ensure that human rights and environmental risks are identified within it. To this end, we have implemented a software-based risk analysis, according to which our suppliers are checked, in our risk management system. We have outlined our approach to upholding human rights in our supply chains and implementing the LkSG in our policy statement.

Kimratshofen, February 2026



Ludwig Sontheim, CEO Albert Herz GmbH

