

As of 1 October 2026



TOGETHER
PASSION
EXCELLENCE



CODE OF CONDUCT

For Employees, Suppliers and
Business Partners of Biohealth
International GmbH

OUR SHARED UNDERSTANDING OF RESPONSIBILITY

BHI Biohealth International GmbH (hereinafter referred to as BHI) stands for quality, integrity and responsible business conduct. Sustainability, product safety and respect for human rights are essential components of our corporate culture and form the basis of our daily activities.

This Code of Conduct describes the fundamental values and principles of conduct according to which we operate. It applies equally to all employees of Biohealth International GmbH as well as to our suppliers, service providers and other business partners.

We expect our employees to put these principles into practice in their daily work and to actively contribute to an open, respectful and responsible corporate culture. We likewise expect our business partners to respect and promote these values throughout their business activities.

By accepting an order, our suppliers and business partners undertake to comply with the requirements of this Code of Conduct and to take appropriate measures to ensure comparable standards within their own supply chains.

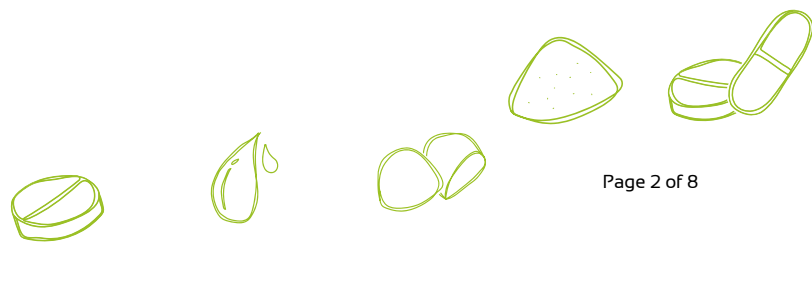
BHI reserves the right to review compliance with this Code of Conduct on a risk-based basis. In the event of serious or repeated violations, appropriate measures may be taken, up to and

including termination of the business relationship.

This Code of Conduct is based in particular on:

- Applicable national laws and regulations
- The German Supply Chain Due Diligence Act (LkSG)
- The Ten Principles of the United Nations Global Compact
- The United Nations Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- The core labour standards of the International Labour Organization (ILO)

Our shared goal is to create sustainable value for our customers, employees, business partners and society.



1

Human Rights and Working Conditions

BHI respects internationally recognized human rights and expects the same from all employees and business partners.

We are committed to a respectful, safe and fair working environment.

Compliance with Legal Requirements

All applicable laws and official requirements must be complied with. This includes in particular:

- Labour law
- Social security law
- Occupational health and safety law
- Anti-discrimination regulations

Fair Working Conditions

We promote fair and safe working conditions.

This includes in particular:

- Appropriate remuneration
- Compliance with statutory minimum wages
- Compliance with statutory working and rest periods
- Voluntary employment
- Transparent working conditions
- Respectful interaction with one another

Occupational Health and Safety

The safety and health of our employees

and all persons on our premises are a top priority.

We expect:

- Risk assessments
- Regular safety training
- Suitable personal protective equipment
- Safe workplaces
- Emergency management
- Accident prevention
- Regular safety inspections
- Continuous improvement of occupational health and safety



Equal Treatment and Diversity

We promote equal opportunities and a discrimination-free working environment.

No one may be discriminated against on the basis of:

- Gender
- Age
- Ethnic origin
- Nationality
- Skin colour
- Religion

- Worldview
- Disability
- Sexual orientation
- Gender identity

Harassment, bullying and any form of disrespectful behaviour will not be tolerated.

Freedom of Association

We respect the right to freedom of association and collective bargaining within the framework of applicable laws.

Prohibition of Child Labour

Child labour in accordance with the ILO core labour standards is prohibited.

Prohibition of Forced Labour

Any form of:

- Forced labour
- Compulsory labour
- Modern slavery
- Human trafficking is prohibited

This includes in particular:

- Compliance with all applicable environmental regulations
- Reduction of energy consumption
- Reduction of greenhouse gas emissions
- Economical use of water
- Protection of soil, air and water bodies
- Prevention of environmental pollution
- Responsible handling of chemicals and hazardous substances
- Waste prevention
- Reuse and recycling of materials
- Resource-efficient production processes
- Sustainable packaging solutions
- Promotion of durable products
- Protection of biodiversity

Where economically and technically feasible, measures to improve energy and resource efficiency should be implemented.

2 Environment, Climate and Sustainability

Sustainability is an integral part of our business activities.

We expect our employees and business partners to handle natural resources responsibly and to continuously improve environmental performance.



3

Business Ethics and Compliance

Integrity forms the basis of all business relationships.

Responsibility of Our Employees

Our employees act with integrity and responsibility at all times and in accordance with applicable laws and BHI's internal policies.

They avoid conflicts of interest, protect confidential information and treat customers, suppliers, authorities and colleagues with respect, fairness and professionalism.

Anti-Corruption

Bribery, corruption and any form of impermissible granting of benefits will not be tolerated.

Gifts or invitations may only be given or accepted within the framework permitted by law and customary business practice.

Fair Competition

We are committed to fair competition and comply with all applicable competition and antitrust laws.

Price fixing and other anti-competitive practices are prohibited.

Conflicts of Interest

Business decisions are made exclusively on an objective basis.

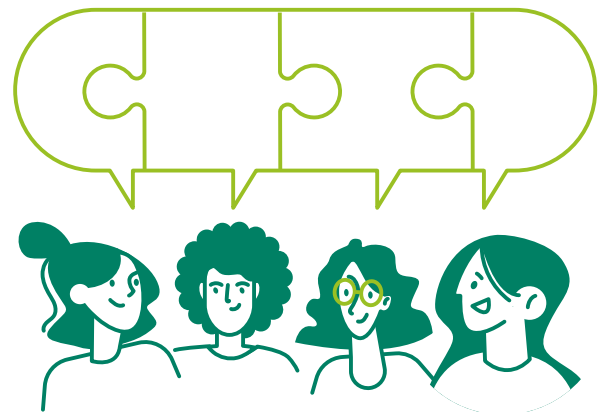
Personal interests must not influence business decisions.

Prevention of Money Laundering

We do not support money laundering or terrorist financing and comply with all applicable legal requirements.

Export Control and Customs Regulations

All applicable export control, customs and sanctions regulations must be complied with.



4 Data Protection and Confidentiality

The protection of personal data and confidential information is of central importance to BHL.

Employees and business partners are required in particular to:

- Comply with data protection laws, in particular the GDPR
- Protect confidential customer and company information
- Protect intellectual property
- Protect formulations, development data and know-how
- Implement appropriate information security measures

Confidential information may only be used for the agreed business purpose.

5 Quality and Product Safety

As a manufacturer of food supplements, Biohealth stands for the highest quality and safety standards. Quality is everyone's responsibility. Our employees and business partners make a significant contribution to product safety through careful work, consistent compliance with defined processes and the early reporting of deviations.

We expect in particular:

- Compliance with all food law requirements
- Compliance with agreed quality requirements
- Delivery of safe products that conform to specifications
- Full traceability
- Transparent change management
- Immediate notification of quality deviations
- Effective complaint management
- Appropriate risk management systems

Where relevant, we expect the application of recognized quality and food safety standards, in particular:

- Good Manufacturing Practice (GMP)
- HACCP
- Measures to prevent Food Fraud
- Measures to protect against intentional product tampering (Food Defense)



6 Responsibility Throughout the Supply Chain

Our suppliers are responsible for their entire supply chain.

We expect in particular:

- Passing on the requirements of this Code of Conduct to subcontractors
- Appropriate assessment of human rights and environmental risks
- Implementation of suitable preventive measures
- Immediate reporting of significant violations
- Constructive cooperation on improvement measures

7 Whistleblowing System

BHI promotes an open and trusting corporate culture.

Employees and business partners should be able to report violations of laws, internal policies or this Code of Conduct confidentially and without fear of disadvantage or retaliation.

All reports are treated confidentially and carefully reviewed.



8 Monitoring and Implementation

BHI reserves the right to review compliance with this Code of Conduct on a risk-based basis.

This may include in particular:

- Self-assessments
- Document reviews
- Supplier assessments
- Audits following prior agreement

If violations are identified, we expect appropriate corrective measures to be implemented promptly.

Serious or repeated violations may, following appropriate review, result in the suspension or termination of the business relationship.



9 Acknowledgement

By entering into or continuing the business relationship, the supplier confirms that it has taken note of this Code of Conduct and will comply with its requirements.

For employees of BHI, this Code of Conduct provides a binding framework for responsible and ethical conduct in the workplace.

This trust is built through responsible conduct by every individual -- regardless of whether as an employee or business partner.

We therefore understand this Code of Conduct not merely as a set of rules, but as a shared commitment to integrity, sustainability, quality and mutual respect.

Together, we create the foundation for safe products, sustainable growth and long-term partnerships throughout the entire value chain.

10 Taking Responsibility Together

The success of BHI is based on trust, quality and long-term partnerships.



Dr. Peter Pfeilschifter, Managing Director
Münchberg, 30.09.2026