



Code of Conduct

Keyaniyan Company

Introduction

For more than 90 years, the family-run, traditional Hamburg-based company KEYANIYAN COMPANY has been a specialist in high-quality food raw materials from all relevant countries of origin. Our nuts, dried fruits, and baking seeds provide our customers with a solid foundation for the production of first-class food products.

We strive to always deliver flawless products that meet legal and customer requirements. As a reliable trading partner, KEYANIYAN's expertise lies in customer-specific deliveries from selected, certified suppliers worldwide.

As a third-generation family business, we are particularly aware of our responsibility to people and the environment. For KEYANIYAN, sustainable business also means considering the well-being of future generations. Responsible action is therefore a fundamental part of our corporate culture and is practiced by every employee.

This Code of Conduct establishes a common system of values and principles that serves as a guideline for the behavior of our employees and suppliers.

The Code of Conduct is based on the national regulations and principles of the International Trading Initiative (ETI), the International Labour Organization (ILO), and the human rights conventions of the United Nations (UN Global Compact).

In keeping with our corporate philosophy, we expect all companies involved in the supply chain to adhere to the guidelines formulated in the Code of Conduct. Our goals can only be achieved through the joint efforts of all involved.

1. Compliance with applicable law

KEYANIYAN is committed to complying with all applicable laws, in particular those governing employment, labor law, discrimination, health, safety at work, and environmental protection. The national regulations and laws of the Federal Republic of Germany and the EU apply to all business activities. We recognize the international human rights conventions of the United Nations, the ILO core labor standards, and the principles of the UN Global Compact and act accordingly. All Keyaniyan employees are required to familiarize themselves with the legal regulations applicable to their area of responsibility within the company.

2. Fair and honest competition

It is KEYANIYAN's business policy to promote fair competition. The company competes on the basis of performance, customer focus, and the quality of its products and services. It complies with all applicable domestic and foreign antitrust laws, intellectual property laws, particularly the intellectual property rights of third parties, and the law against unfair competition.

KEYANIYAN expects the same compliance from its customers and suppliers. Price or other impermissible agreements with competitors are therefore prohibited, as are agreements with competitors for the purpose of market sharing. Agreements prohibited by antitrust law may not be replaced by concerted practices with competitors or by coordination within associations. Every employee must be aware that violations of competition law are undesirable and must therefore be avoided without exception.

3. Corruption

KEYANIYAN rejects corruption in business transactions, both domestically and internationally. This applies to both public officials, political and judicial representatives, and to the bodies and employees of other companies. In connection with KEYANIYAN's activities at home and abroad, no personal benefits may be promised or granted to employees of other companies, as well as to public officials, members of parliament, and judges, in return for preferential treatment.

KEYANIYAN employees are not susceptible to bribery and do not derive any other benefits from their work – apart from the remuneration paid by the company. They therefore do not accept gifts (except for standard promotional gifts), invitations that go beyond customary practice (e.g., vacation trips), or other direct or indirect benefits, and they themselves refrain from granting such benefits to competitors, consultants, customers, suppliers, service providers, and other business partners of KEYANIYAN.

4. Fair working conditions

KEYANIYAN is committed to the principles of social responsibility, fair working conditions, and respect for human dignity as a fundamental component of human coexistence.

The principle of fair working conditions excludes any form of discrimination against employees based on their gender, religion, sexual orientation, origin, disability, political affiliation, or other personal characteristics. Furthermore, we condemn all forms of exploitation, as well as forced and child labor, and pledge not to knowingly tolerate them.

To protect people and the environment in the countries of origin, we market products from suppliers we know at the source and trust through many years of joint business. We value our suppliers' shared principles. Our goal is to work with suppliers certified according to recognized social standards.

5. Occupational safety

KEYANIYAN considers it its duty to treat its employees respectfully and in a socially just manner. This entails compliance with all applicable occupational health and safety regulations to ensure employee safety in the workplace.

6. Fair remuneration

We guarantee fair and appropriate remuneration for our employees based on industry standards. Minimum wages are adhered to. Deductions from wages as a disciplinary measure are not permitted.

7. Working hours regulations

Working hours and vacation entitlement are regulated by the employment contract, which is based on German labor law. We ensure that the working hours are not excessive and comply with national legislation.

8. Career management/further training

The continuous development of our employees' individual skills is part of our company philosophy. Regular internal and external training enables them to ensure product and customer requirements are met.

As a family-run, traditional company, it is our particular concern to preserve and further develop our know-how through employee retention measures and close collaboration between younger and more experienced employees. This also informs our commitment to offering young people apprenticeships and internships.

9. Product safety

We source our goods from selected suppliers who provide us with evidence that the products they produce meet the legal and customer requirements. The performance of our suppliers is regularly monitored through a comprehensive supplier assessment.

The quality criteria of our products are largely determined by the consistent avoidance of artificial additives of all kinds. Our customers' demands not only relate to the quality of our products; we also refuse to trade in genetically modified or irradiated foods. We make our expertise available to our customers so they can offer their products successfully and competitively. Building trusting customer loyalty is our top priority. We meet these high quality standards by requiring a quality assurance system from our suppliers. We ensure the quality and compliance with food law of our products through specifications agreed upon with our suppliers that fully meet customer requirements.

To ensure product quality throughout the entire supply chain, we monitor our deliveries according to the IFS standard, following a rigorous inspection plan, at source and upon arrival through internal incoming goods inspections, as well as through accredited, independent laboratories.

The product safety culture is implemented within the company and practiced by the team. Through the posting of company policies and objectives and appropriate training, employee awareness is continuously instilled.

10.Sustainable and environmentally conscious action

Sustainability and environmental protection are a fundamental part of our corporate strategy. We trade food made from renewable raw materials, which we deliver to our customers untreated. We ensure that our goods are transported by ship and rail wherever possible to avoid unnecessary environmental pollution. We encourage our employees to use environmentally friendly means of transport by funding public transport tickets. When sourcing materials, we strive to purchase products with eco-labels whenever possible and to minimize energy consumption and thus CO2 emissions.

11.Transparency & discretion

Transparency builds trust. It forms the basis of all our business relationships with customers, suppliers, and service providers.

We see ourselves as a reliable business partner who makes business processes transparent and uses its expertise to profitably ensure the success of our customers. Through decades of experience in specialized markets, we have created a widespread network of established business relationships with access to global market information, which we transparently make available to our customers to help them make optimal purchasing decisions.

Just as we act transparently with our partners in our business transactions, we handle their data with the same care and discretion. We are aware that the knowledge and information acquired in the course of our business activities represents an essential element for the economic success of KEYANIYAN and its business partners and must be treated with confidence.

12.Data protection

Respecting the privacy of our employees includes protecting their personal data. KEYANIYAN ensures compliance with applicable data protection regulations and expects the same from its employees.

Hamburg, April 2025