

2.5 RESPONSIBLE PARTNERS

Hochland expects its business partners to act in accordance with the value system set out in **the Code of Conduct for all Employees and Contractors of Hochland Group companies**. We require that human rights and the labour code, including laws against child labour, be respected, and that remedial measures be taken to environmental protection and compliance with health and safety rules, as well as animal welfare.

Hochland's Sustainability Department together with Purchasing Department developed a tool and gave a climate survey to suppliers of raw materials and packaging suppliers (excluding milk suppliers). The survey was designed to draw suppliers' attention to sustainability issues relevant to Hochland, to check the degree of supplier

engagement in the ESG area and to find out what courses of action suppliers intend to take in the future.

Only by working together along the entire supply chain is real climate mitigation possible. The topics covered in the survey included: sustainability strategies, training provided to Employees on environmental issues,

calculating the carbon footprint, setting environmental goals, water use, the impact of operations on biodiversity and ongoing initiatives in this area. A total of 63 Hochland business partners took part in the survey. Below are the results of a survey of selected questions addressed to our business partners.



BEST PRACTICE

SUSTAINABILITY SURVEY FOR BUSINESS PARTNERS