

# Good Food Group Code of Business Principles

## 1. Purpose

This Code of Business Principles outlines the principles, values and standards expected of all employees, officers, and representatives. Our goal is to foster a culture of integrity, transparency, and accountability in all business dealings.

## 2. Scope

This policy applies to all employees, contractors, and third-party partners acting on behalf of the company.

## 3. Standard of Conduct

We conduct our operations with honesty, integrity and openness.

We respect human rights, the interests of our employees and the legitimate interests of our business partners and collaborators.

We are committed to providing transparency across all our operations, ensuring a trustful relationship with our partners.

## 4. Compliance with law and international standards

Companies owned by and employees working for Good Food Group comply with relevant regulations of the countries in which we operate. We live up to relevant international codes and standards defined by UN and ILO and we ask the same of our suppliers.

## 5. Employees

At Good Food Group, we commit to a working environment that promotes equality of opportunity, diversity and inclusion. We recruit, employ and promote employees solely based on qualifications and abilities needed to perform in the role.

We support the physical and mental wellbeing of all employees by offering safe and comfortable working conditions and surroundings and health insurance.

We will provide employees with a total remuneration package that meets or exceeds minimum requirements and industry standards, respect for freedom to speech and the right to association and collective bargaining. We offer fair and confidential procedures to raise concerns and will not retaliate against whistle-blowers or employees that express their concerns to us.

We do not use any kind of forced, trafficked or child labour.

All employees and others working for Good Food group are expected to avoid personal activities and financial interests which could conflict with their responsibilities to the company.

## 6. Our stakeholders

### 6.1 Our owners

Good Food Group will conduct its operations in accordance with the principles of good corporate governance. We will provide timely and reliable information on our activities, structure and financial performance regularly and on request.



## 6.2 Business Partners

Good Food Group is committed to establishing mutually beneficial relations with our suppliers, customers and business partners. We expect our business partners to adhere to business principles consistent with our own. This means compliance with our policies and a commitment to working on addressing issues that negatively impact our surroundings.

Good Food Group believes in fair competition and operates in accordance with the principles of fair competition and all applicable regulations.

## 6.3 Consumers

Good Food Group is committed to providing products which consistently offer value in terms of price and quality, and which are safe for consumption. Products will be properly labelled, advertised and communicated.

## 6.4 The Planet

We are committed to making continuous improvement in the management of our environmental impact. We set near and long-term targets to reduce our emissions and to protect natural resources.

## 7. Bribery and Corruption

Good Food Group does not offer or receive any kind of bribes or other improper advantages for business or financial gain. Any demand for, or offer of a bribe, must immediately be rejected and reported to management.

Accounting records and supporting documents must accurately describe and reflect the nature of underlying transactions.

## 8. Compliance, monitoring and reporting

Compliance with this code is an essential element in our business success. The Executive Management Group, led by the Chief Executive Officer, is responsible for ensuring that these principles are implemented and applied throughout Good Food group.

Day-to-day responsibility is delegated to all senior management employees in different locations and departments.

Assurance of compliance is monitored each year and any breach must be reported.

## 9. Enforcement

Violations of this policy may result in disciplinary action, up to and including termination of employment or contract.

## 10. Review and Updates

This document will be reviewed at least every two years and updated as needed.

## 11. Approval and Effective Date

Approved by (Name/title)	Kasper Lenbroch, CEO
Approval date	2025-10-15
Next review date	2027-10-15