

Declaration of principle to respect human rights

Our firm belief

The Fuchs Group is one of the world's biggest spice companies. We operate in numerous countries as a buyer of raw materials and a supplier of spice products.

We firmly believe that we will be capable of long-term success only if the impacts of our business operations are in harmony with economic, ecological and social needs. Therefore, we also consider that we are responsible for paying attention to human rights in our global supply and value creation chains, and to apply ourselves to their implementation. This is particularly true with regard to child labour, forced labour and inadequate occupational health and safety standards, which we regard as the biggest risks in relation to the violation of human rights in connection with our business model.

We are committed to the UN Guiding Principles on Business and Human Rights, and want to contribute to achieving the Sustainable Development Goals (SDGs). For us, moreover, the following framework instruments represent authoritative standards and guidelines in our company's activities:

- The United Nations General Declaration of Human Rights (UN)
- The UN Convention on the Rights of the Child
- The UN Women's Rights Convention
- The International Labour Organisation's Core Labour Standards
- The OECD's Guidelines for Multinational Enterprises
- The Principles of the UN Global Compact
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights

Implementation of the duty of care for human rights

The values and standards enshrined in these frameworks are reflected in our own rules and regulations. They are binding on all our employees and business partners:

- The Fuchs Group's Mission Statement
- The canon of our values and guidelines
- The Codex of Compliance / Conduct
- Rules and regulations for our own employees
- The Principles of Ethical Sourcing
- The requirements applying to our suppliers

The Fuchs Group will not tolerate and will resolutely pursue violations of the above rules and regulations and of the laws and human rights conventions in force. They may entail legal consequences extending as far as termination of the working relationship and/or of the business connection.

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Through our own local staff, we examine compliance with human rights by the suppliers of our main raw materials. We reserve the right vis-à-vis our suppliers to carry out auditing processes at any time. We have also installed a whistle-blower system through which both employees and third parties can report human rights infringements and violations of applicable law at any time. We thoroughly follow up all the information that reaches us.

Our aim is to ensure that the observance and guarantee of human rights are embedded in all of our organisation's processes. We have prepared corresponding guidelines for this purpose, and we raise the awareness of our employees, suppliers and business partners, e.g. through training courses and information material & campaigns. We regularly address topics relevant to human rights directly to producers, especially in the producing countries that are important to us, and we emphatically clarify our expectations in this regard. We are a member of the Sustainable Spices Initiative, whose aim is to permanently restructure the manufacturing and trading processes of the spices sector. We also take part in local and global initiatives, e.g. in the European Spice Association, which is a sector association that not only defines quality standards but also discusses questions relevant to sustainability.

Future prospects

We are aware that implementing the due diligence obligations in relation to human rights involves a continuous, long-term development process. We are moving along this pathway, and endeavour to achieve continuous improvement. In our Sustainability Report, we regularly inform the public about the activities developed in this connection.

Dissen, November 2020



Nils Meyer-Pries,
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