

Burg Group

Code of Conduct for suppliers



Introduction CEO

The world becomes healthier, tastier and cleaner using our natural vinegar and syrup.

We are committed to a clean heritage.

This will be accomplished in a sustainable and honest way by playing a leading role worldwide with spirit vinegar and in selected markets with syrups.

Based on this vision and mission, we are convinced that we can only do business in a way that makes us a company to be proud of if we have a balance between the trinity People, Planet, Profit. This Code of Conduct further explains this.

For us, **people** means paying attention to people, employees and business partners. This means that we want to be a good employer with attention to atmosphere, training, safety, quality and vitality. We want to be a committed entrepreneur and a pleasant neighbour. We want to contribute to our industry or environment. Finally, we want to be a transparent company because we stand for what we do.

Planet means attention for the environment, society and raw materials. As a result, we are continuously improving and making our (production) processes more sustainable and we are working towards CO₂-neutral production and the use of 100% renewable raw materials by 2035. We also strive for responsible use of our products. Our products are safe and have no negative impact on the environment. We are transparent about the composition of our products and the origin.

Profit means that we pay attention to the market, profit and continuity. We pay attention to the entire chain, our suppliers and customers. We strive for continuous improvement and sustainability in the value chain and we have knowledge of the origin of our raw materials and products. We are continuously working on reducing our waste and energy consumption, to be able to meet our goal to become 100% CO₂-neutral **in 2035**. We also strive for further improvement and sustainability of our (production) processes.

The Code of Conduct for suppliers was created from this vision. We can't achieve this vision and these goals on our own. For this reason we expect you as one of our business partners to sign this Code of Conduct and also to actively implement it in your own organization.

With kind regards,
Patricia Surendonk
CEO





Our values

The vision, mission and values that Burg Group stands for reflect not only what we strive for but also tell us what we want to achieve as a company.

1. Progressive

We are convinced that there is always room for improvement and that is why we are constantly searching for new opportunities; both for our products and our processes. This is a continuous process because we always work on suitable solutions for our relations. In this way, we continue to lead the way and respond to developments in the vinegar and syrup world, we understand what the consumer wants and we know how we can best serve the market.

2. Sustainable

Being conscious about the future is part of the DNA of our family business. Sustainability is anchored in all layers of our organization. We understand that we have a responsibility to leave a healthy company behind for future generations. Not only for our own employees but also for the future society.

3. Pleasure

We think it is important to enjoy our work. An open atmosphere with room for humor, interaction and development is essential. We also find fun, involvement and an open attitude towards suppliers and customers very important. This makes us a partner with whom you can do great business, on which you can rely, that you can trust and interact with. We are accessible and are more than happy to start a conversation.

4. Flexible

Burg likes to think along. With all the specialist knowledge we have, we are able to realize a suitable solution for our relations. With this flexible attitude we deliver customization for every organization within the given frameworks. Our starting point is to always make the product healthier, tastier and cleaner so that it benefits the retail organization, the food producer and the consumer!

Our Code of Conduct principles

This chapter contains the principles of Burg Group's Code of Conduct. The code applies to all employees of Burg Group and its subsidiaries. Moreover, we expect our business partners to at least comply with these principles.

1. We comply with laws and regulations

As a professional organization, we comply with all laws and regulations set by the applicable government. This allows us to be a good corporate citizen, reliable business partner and employer. Compliance with laws and regulations is fundamental to everything we do.

2. We guarantee safe products, processes and working environment

We ensure that our products, processes and working environment are safe, so that we can guarantee the safety of our consumers and employees. Through passion and dedication to our products, we ensure that our customers can enjoy them without any worries. Our customers deserve to enjoy our products without having to worry about the safety or quality of our products. Our employees and everyone working in our supply chain have the right to work in a safe environment, with safe processes that do not adversely affect their health.

3. We respect each other and the environment

We believe that all people are free and equal in dignity. Mutual respect in the workplace creates a pleasant working environment and this has benefits for everyone. As we operate in a world where we play a decisive role for our future generations, we respect the environment and take our responsibility seriously. We use the "Guidelines for Multinational Enterprises" issued by the Organization for Economic Cooperation and Development (OECD) as a guideline.

4. We do fair business

We are a family business and a reliable business partner, focused on long-term continuity. To achieve this, long-term relationships and cooperation with our business partners are essential and as a result, we do fair business. This applies to all our relations within our supply chains. Also in this regard, we respect the "Guidelines for Multinational Enterprises" issued by the Organization for Economic Cooperation and Development (OECD).