



Intersnack

## *Declaration of Principles Human Rights*



Intersnack Group GmbH & Co. KG is the parent company of the Intersnack Group, which includes leading companies in the food industry in various countries with a focus on snack products such as potato crisps, snack specialities, baked snacks and snack nut specialities. Characterised by the values of a privately owned business, we are committed to long-term, sustainable thinking and action as well as responsible business practices.

This Declaration of Principles describes our approach to and requirements for human rights due diligence within the company and in the supply chain. Compliance with human rights due diligence is an integral part of our corporate values.

### **Scope of application**

The Intersnack Group not only respects human rights in its own business operations, but also works towards compliance with these fundamental rights in its supply chains. Sustainable procurement and the implementation of the German Supply Chain Due Diligence Act (*LkSG*) are firmly anchored in the corporate strategy.

This Declaration of Principles applies to Intersnack Group GmbH & Co. KG and to all companies in which Intersnack Group GmbH & Co. KG directly or indirectly holds shares and has control (collectively referred to as *Affiliated Companies*)

### **Basic principles and expectations**

Intersnack Group GmbH & Co. KG is committed to value-oriented behaviour, which is reflected in the basic principles of our *Code of Conduct*. These principles reflect our understanding of ethically, morally and legally correct behaviour.

This also includes compliance with human rights and environmental due diligence obligations, which are based on the LkSG and internationally recognised standards. Intersnack Group GmbH & Co. KG undertakes to further promote the implementation of human rights due diligence within its sphere of influence.



## Structure and responsibilities

The implementation of the LkSG is managed and monitored by the central function *Sustainability* of Intersnack Group GmbH & Co.

The Human Rights Officer of Intersnack Group GmbH & Co. KG is responsible for operational implementation, as are the Sustainability Managers or similar authorised persons at the Affiliated Companies, who report to the Human Rights Officer at Intersnack Group GmbH & Co. KG at regular intervals.

The risk management system in accordance with the LkSG is implemented and further developed at the Intersnack Group companies with the involvement of relevant specialist departments and external expertise.

The Executive Board of Intersnack Group GmbH & Co. KG reviews compliance with the obligations arising from the LkSG at least once a year.

The aim of the risk management system is to prevent or mitigate potential and actual adverse effects on human rights and the environment through various measures.

The cornerstone of the risk management system is this Declaration of Principles (*Section 6 (2) LkSG*). Key components of the implemented process are risk analysis, preventive and corrective measures and reporting. The implemented complaints procedure allows internal and external stakeholders to report any observed risks anonymously.

All components of the risk management system are subject to continuous review and updating.

## Risk analysis

A regular, but at least annual, risk analysis includes identifying potential and actual risks in the company's own business area and at direct suppliers. Indirect suppliers are also subjected to a risk analysis if necessary. The results of the risk analysis are communicated to the relevant departments and management at regular intervals.

## Risk centres

The potential for human rights and environmental risks within the meaning of the LkSG for Intersnack Group GmbH & Co. KG's own business areas can be classified as low overall for the time being. However, on a country-specific basis, namely with regard to our activities in South Asia, we have prioritised health and safety in the workplace and unequal treatment.



Potential human rights and environmental risks may arise in the direct supply chain, depending on the industry and country. These include fair working conditions (working hours, wages, holidays), health and safety in the workplace as well as unequal treatment, forced and child labour.

## Preventive and remedial measures

We immediately initiate preventive or corrective measures as soon as we identify a potential or actual risk in our own business area or in our supply chain.

The identified risk in combination with the preventive and corrective measures taken by us and, where applicable, together with our suppliers, allows us to assess whether the measures are appropriate and effective in countering the existing risks within the meaning of the LkSG.

As a company with a complex, diverse and global supplier network, we strive to work with suppliers who share our commitment to respecting human rights and providing safe and decent working conditions. We want to prevent and address any social risks that may arise in the supply chain. Through our *Supplier Code of Conduct* and our *Responsible Sourcing Policy*, we promote compliance with human rights and social standards throughout our supply chain. We continuously contribute to ensuring human rights and environmental standards in the supply chain through targeted audits, projects to improve working conditions within the supply chain and supplier development.

## Complaints mechanism

Violations of this Declaration of Principles and the provisions of the LkSG should be reported immediately. This can be done either directly to the specialist departments, the Human Rights Officer, the responsible local Sustainability Manager, employees of Group Compliance or via the web reporting tool of Intersnack Group GmbH & Co. KG, [www.bkms-system.com/intersnackgroup/](http://www.bkms-system.com/intersnackgroup/). In addition, the Affiliated Companies involved have implemented a whistleblower system on their company websites.

## Effectiveness test

The effectiveness of the risk management system is reviewed at least once a year and on an ad hoc basis. The systemic review is carried out in dialogue with the relevant specialist departments.



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## **Reporting**

Annual reporting takes place via the website of Intersnack Group GmbH & Co. KG and includes the implementation of the risk management system at all companies within the scope of this Declaration of Principles.

Initial reporting will take place for the financial year 2024.

Düsseldorf, 1 April 2025

### **Executive Board**

#### **Intersnack Group GmbH & Co. KG**

Maarten Leerdam

Johan van Winkel

Dr. Henrik Bauwens

Fabien Duvilla