

## Code of Conduct – Our Mission

As a leading enterprise in the food industry and a responsible and strong employer and business partner, it is our goal to offer inspiring high quality products to our business partners. Our brand makes us proud and provides us with a common goal, uniting us as a team. This shapes the culture of our organization and is the key to our success. We value integrity on every level and that is the corner stone of trust for us all. Our activities thus follow the below principles:

### a) Following applicable law

No deal is ever important enough for us to break the law. Following all applicable laws and regulations on the local, national and international level is very important to Allestpac OÜ. Only this way can we achieve permanent growth and guarantee long-term loyalty of our visitors, employees and business partners. We avoid breaking any laws, regulations and internal rules of procedure. We investigate all suspicions of violations, act and sanction accordingly.

### b) Ethical behavior and social responsibility

For Allestpac OÜ, it is a priority to ensure human rights and protection of the minorities. We do not allow any form of forced or child labor, physical punishment or exploitation. Everyone has the right to equal opportunities, dignity and respect. Mental or physical violence, bullying, scaring and hostility do not express our values and are not allowed.

### c) Equal opportunities and non-discrimination

We are proud of our diverse Allestpac family. We firmly reject any discriminatory behavior based on nationality, ethnicity, gender, race, marital status, age, disability, religion, ideology, sexual orientation or any other reason. We are all Allestpac!

### d) Communication based on respect, openness and trust

We support teamwork, open communication and feedback. We see conflicts as opportunities and strive for constructive exchange of opinions. We encourage our employees to speak up about critical issues and worries to their direct managers or management without fear or retribution. We trust our employees and correct behavior is acknowledged. The support of the management towards their direct reports and neutral handling of their issues is important to us.

### e) The integrity of the business environment

Our business partners are counting on us to always act reliably, according to law and regulations. We, in return, always try to treat our business partners fairly and ensure they also follow the law in their actions and decisions.

### f) Health and safety

Allestpac always tries to provide a safe working environment to the employees, following the laws and regulations of health and safety. That also means all hazardous activities at the work site and all dangers in the working environment are always inspected immediately. We pay great attention to our guests safety in our production area and avoid any kind of danger.

### g) Safety of our products and services

Allestpac wishes to fulfill the highest global quality standards and take a leadership role in the control of the product quality by continuously improving our processes and challenging ourselves. It is important for us to follow all the technical regulations and standards for quality assurance and product safety. We take all

reports of defects in products, no matter how small, very seriously and investigate, regardless of whether they're reported by employees, guests, customers, business partners or third party. Only that way we can improve to become better than ever before.

#### h) The role model function of our managers

We pay great attention to our leaders expressing the principles of our enterprise and ensuring the employees follow them as well. In this way, they support constructive criticism, open and honest exchange of ideas and are always available for contacting for our employees, business partners and guests.

Allestpac symbolises freshness, positivity and a unique attitude. These are the elements of everyday work and we wish Allestpac and our partners could work in an environment they could be proud of. Justice, conduct according to regulations and responsible activities are integral parts of our everyday work and mindset.

A handwritten signature in blue ink, appearing to be 'Sille Männiste', written in a cursive style.

Sille Männiste

member of the board