



Emmi Group Code of Conduct

Preamble

Emmi attaches great importance to compliance with laws, fair working conditions and the defined quality of its products. This Code of Conduct emphasises the importance of the points listed and defines corresponding guidelines for all employees of the Emmi Group worldwide. The Code supplements the current General Terms and Conditions of Employment and the corporate values.

Quality

Emmi Group products must always meet the quality standards of our customers and consumers. The processes, working methods and controls required to achieve this are audited regularly. Quality checks on products, raw materials and machinery are performed according to defined standards.

Safety, health

Emmi is committed to work structures that promote health, and supports corresponding preventive measures. Employees make every endeavour to ensure the safety and health of themselves and third parties, in order to prevent damage. Corresponding provisions under Emmi's health and safety management policy and in particular its hygiene concept must be strictly followed.

Environment

Emmi aims to pollute the environment as little as possible through its operations. International frameworks and industry standards in this regard are therefore strictly adhered to.

Fair working conditions

We ensure that all employees receive a fair salary for their work. Both salaries and working hours are in line with at least the valid legal requirements at the place of work.

Equality

Emmi ensures non-discriminatory places of work. In particular, discrimination on the basis of skin colour, age, gender, nationality or religion is taboo at Emmi.

Integrity

Business partners may only be selected on the basis of service references. Decisions are always made for business reasons and never for personal gain. In principle, no inappropriate gifts or invitations may be accepted from a business partner.

Legislation

Emmi requires that all of its employees always comply with applicable legislation during their activities.

Appropriate measures are taken in the event of breaches of the Emmi Group Code of Conduct.

Konrad Graber
Chairman of the Board

Urs Riedener
CEO

Lucerne, November 2013