



Code of Conduct Blumen Risse

Foreword

Our company, Blumen Risse GmbH & Co KG, is the largest family business in the flower and plant retail sector with florist stores, garden centers and flower markets in Germany.

Our corporate culture is respectful, constructive and goal-oriented. We value fair and reliable cooperation based on partnership.

In this Code of Conduct, we set out in writing how our corporate culture is expressed in our daily actions and what we expect from our business partners.

Scope of application

This Code of Conduct applies to all employees and all business partners of Blumen Risse.

I. Human rights

We are committed to respecting the rights of every human being and treating everyone with respect and dignity.

1. no discrimination

Employees and applicants must not be discriminated against on the basis of their skin color, gender, age, faith, political opinion, physical or mental disability, nationality, ethnic or social origin, sexual orientation, marital status or other personal characteristics.

2. no forced labor

Forced labor, exploitation, slave labor, human trafficking and other involuntary forms of labor are prohibited and will not be tolerated by us. No person may be forced to work by force or blackmail. Employees have the right to terminate their employment relationship.

3. no child labor

We do not tolerate child labor or the exploitation of children.

Child labor exists in particular when children are prevented from attending school or have to work excessively long and hard hours outside of school.

According to the ILO definitions, child labor refers to all activities that violate legal standards (age restrictions and maximum work duration limits) and can therefore impair the child's emotional, mental and physical development.

Hazardous child labor and other worst forms of child labor are all activities that pose an acute risk to the health, safety or morals of the child. This also includes all forms of slavery such as child trafficking, child marriage, debt bondage and the recruitment of children for use in armed conflicts.

4. fair wages, legally guaranteed social benefits and working hours

Every employer must comply with legal requirements regarding the determination of wages, minimum wages, overtime and mandatory benefits. Wages must be paid on time, regularly and in full in an official means of payment.

Adequate remuneration should enable employees to live in dignity for themselves and their families.

If accommodation is provided, it must meet people's basic needs and be charged at no more than market rates.

5 Occupational safety

Every employee has the right to a safe and healthy working environment. Employers must take precautions to prevent accidents at work and to protect the health and lives of all employees. If necessary, appropriate protective equipment must be provided. Legal regulations must be complied with.

6. freedom of association

Employees have the right to organize collectively, to form or join associations that represent their interests and to be represented by elected bodies, e.g. works councils and trade unions.

If business partners operate in countries where trade unions and trade union activities are not permitted, it must be ensured that employees have the opportunity to enter into an open exchange with the company management regarding working conditions without suffering any disadvantages as a result.

II Environmental protection

Nature sets the pace for us. That is why we are committed to protecting nature, the climate and the environment.

1. permits and laws

All applicable laws for the conservation and protection of the environment must be complied with. All necessary permits and approvals for environmental protection must be obtained, regularly checked and renewed if necessary.

2. conservation of resources

We use all natural resources sparingly and in an environmentally friendly manner and are constantly looking for ways to reduce our environmental impact. We reduce the amount of waste we produce and promote the circular economy, deposit systems and the recycling of reusable materials. We pay attention to the consumption of water and energy and work to minimize this. We use raw materials responsibly and reduce environmentally harmful emissions and noise.

3. handling hazardous substances

Hazardous substances must be clearly labeled. Proper handling and disposal must be ensured.

III Ethics

1. Compliance with the law

All employees and business partners must inform themselves about applicable laws and regulations and comply with them.

2 Bribery and corruption

Bribery is the granting of an advantage in order to obtain an act in breach of duty; corruptibility is the acceptance of an advantage in return for the performance of an act in breach of duty. Corruption is the abuse of entrusted power for private benefit or advantage.

We do not tolerate any of the aforementioned actions.

We treat all stakeholders fairly and with respect and face fair competition.