

Hellmann's Commitment to Compliance

The Hellmann Worldwide Logistics Group ("Hellmann") is committed to conducting business with a high degree of ethics, integrity and compliance with the laws of the countries in which we operate. A key element to our success is our dedication and commitment to integrity and ethics which serve as a core value when interacting with our customers, network partners, suppliers and other business partners. In the current environment of increasing global tensions, challenges and new legal restrictions, compliance has become mission critical for the success of our business. Hellmann's Code of Conduct and its related policies serve as an extension of our values and is the foundation for our long-term success. It establishes the general principles of our global business and provides our directors, executive officers, and employees with the policies and the tools necessary to make sound decisions.

It is the duty of each employee to not only familiarize themselves with the Code of Conduct, but to stay abreast and regularly refresh their understanding of these rules. The integrity of our Company is decisive for our business success. Hellmann employees must always act in accordance with Hellmann's high ethical standards. Bribery, violations of trade compliance policies and other non-compliant behavior have no place at Hellmann.

Every Hellmann employee is encouraged to report any known or suspected non-compliant behavior. Please contact your management or a member of our Compliance department. You may also use our whistleblowing hotline.

If you should have any questions concerning Hellmann's Code of Conduct or any of the related policies or any other compliance or ethics concern, please contact your manager, the regional Compliance Officer or the Head of Compliance.

Compliance is a shared responsibility for all of us. We count on and thank you for your support and efforts in ensuring Hellmann is living its Code of Conduct.

Thank you,



Reiner Heiken
Chief Executive Officer



Martin Eberle
Chief Financial Officer



Jens Wollesen
Chief Operating Officer