CODE OF CONDUCT

ABONETT LTD.

Abonett Ltd. is a family-owned company with Hungarian roots, based in Abony. For more than four decades, we have developed and manufactured extruded crackerbread products in Hungary. Abonett manufactures solely in Hungary and distributes its products worldwide.

In addition to extruded crackerbreads, our product portfolio includes sandwiches and snacks. Besides conventional products, we also offer organic, gluten-free, high-protein and superfood varieties to meet different dietary needs.

Our products are manufactured by the technology of extrusion, which ensures consistent quality and a light and crispy texture. Our manufacturing process is controlled by a rigorous quality assurance system.

Our initiatives for sustainability include local production, employment of local people and sourcing of raw materials from nearby suppliers wherever feasible, with our quality requirements being in focus.

In our business relations, including distributor, private-label and supplier partnerships, our guiding principles are transparency, fairness, focus on quality and meeting requirements of our business partners.

1. Purpose, Scope and Management Commitment

This Code of Conduct sets out the fundamental operational, ethical, quality and food safety requirements of Abonett Kft. It applies to all employees, managers, suppliers, service providers and business partners. Our aim is to maintain the trust of our customers, consumers, employees and business partners through safe, legal, fair and transparent operations. Management is responsible for leading by example, providing the necessary resources and addressing non-conformities consistently.

2. Food Safety, Quality and Legal Compliance

We produce and sell food products that are safe, of appropriate quality and adhere to all legal requirements. Our operations follow HACCP principles, align to IFS standards and applicable Hungarian and EU food legislation, hygiene and labelling requirements, as well as customer requirements. We safeguard quality through controlled processes, documented checks, traceability, preventive measures and continuous improvement. We manage product labels, nutritional data, allergen information and consumer information in a controlled manner. We investigate and document non-conformities and take the needed corrective and preventive actions.

3. Business Integrity, Anti-Corruption and Gifts

We make our business decisions on professional grounds in line with legal requirements, in a fair and traceable manner. We neither accept nor offer bribes, improper advantages or benefits that could influence a business decision or create the appearance of doing so. Gifts and hospitality may be given or accepted only if they are of nominal value and reasonable, and do not involve pressure to influence decisions. All employees must disclose any conflicts of interest, personal interests or bias. We provide customers, suppliers and authorities only with accurate, verified and approved information.

4. Human Rights, Employee Rights and Fair Employment

We respect the dignity, rights and safety of our employees. We reject child labour, forced labour, human trafficking, harassment, intimidation, degrading treatment and discrimination in all forms. We comply with applicable labour laws and fair employment principles regarding employment, working hours, rest periods, pay and benefits. Managers are responsible for fair communication, involving employees and handling problems fairly. We also expect our suppliers and business partners to respect human and employee rights.

5. Occupational Health, Safety, Hygiene and Working Environment

We maintain a safe, tidy and hygienic working environment. We place particular emphasis on accident prevention, the safe operation of machinery and equipment, the use of required personal protective equipment, and compliance with hygiene, workwear, handwashing, cleaning and workplace rules. All employees must report hazardous situations, equipment malfunctions, hygiene risks and are welcome to make suggestions for improvement. Orderliness, cleanliness and disciplined work practices directly contribute to food safety and product quality.

6. Environmental Protection, Energy Efficiency and Sustainability

In our operations, we strive to reduce energy and water consumption, minimise production losses, use resources efficiently and prevent environmental pollution. We collect and manage waste in a controlled manner and support recycling and waste reduction wherever possible. When selecting packaging materials, we consider product safety, legal compliance, customer requirements and opportunities to reduce environmental impact. We regard sustainability as a process of continuous improvement.

7. Responsible Procurement and Supplier Requirements

We work with suppliers and service providers who operate lawfully, transparently and responsibly. We require compliance with food safety, quality, hygiene, labelling, traceability and documentation requirements, including declarations of conformity, certificates and test reports. Our suppliers must cooperate during audits, customer or regulatory enquiries, complaints and non-conformity handling. In the event of non-compliance, we may request corrective action, review the supplier's approval status or terminate the relationship.

8. Data Protection, Trade Secrets and Information Security

We handle customer, supplier, employee and business information confidentially, responsibly and in accordance with applicable laws. Contractual information, prices, recipes, technological solutions, business plans, test results and other confidential information must not be disclosed to unauthorised parties. We process personal data only for specified purposes, to the extent necessary and with appropriate authorisation. We use our IT systems, documents and email accounts carefully and protect them against unauthorised access, loss or misuse.

9. Transparency, Complaints Handling, Reporting and Continuous Improvement

Non-conformities, complaints, internal feedback, ethical concerns and suspected misconduct must be identified, investigated and addressed rather than concealed. Any employee, partner or other stakeholder may raise concerns or report errors or irregularities in good faith. Retaliation, discrimination or pressure against anyone making a good-faith report is prohibited. We handle complaints and reports objectively, confidentially and with appropriate records. We use lessons learned to improve our processes, training, management decisions and quality management system.

10. Compliance, Training and Review

Compliance with this Code of Conduct is a shared responsibility. Employees must know the rules that apply to them and, if they have questions or are uncertain, contact their supervisor, the person responsible for quality or their department manager. Management investigates serious or repeated breaches and takes proportionate action. We review this document at least annually and whenever significant changes occur in legislation, customer requirements, the organisation or operations.

Abony, 2026. November

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