



行为准则

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Version 2026.1

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Chief Retail Officer

Frank Duijst
Chief Executive Officer

01

亲爱的业务合作伙伴：

欢迎阅读本《行为准则》。您是我们重要的业务合作伙伴，也是我们日常活动的重要一环。为了确保兑现对所有合作伙伴和利益相关者的承诺，EK 依赖于员工的努力，以及如您一样的业务合作伙伴的支持。

本《行为准则》可帮助我们在所有合作中，在正直诚信、互相尊重和公开透明的坚实基础之上，建立健康的企业文化。我们将严格遵循这些标准，并希望业务合作伙伴也能如此。

EK《行为准则》对我们的合作伙伴具有约束力，确立了对于我们实现目标至关重要的最低原则。

此致

Dear business partner,

Welcome to this Code of Conduct. As a valued business partner, you are a key part of our everyday activities. In order to ensure that EK delivers on its promises to all of its partners and stakeholders, the company strongly relies on the cooperation of both its employees and you as a business partner.

This Code of Conduct helps us to achieve a healthy corporate culture with a strong foundation of integrity, respect and transparency in all our collaborations. We will hold ourselves accountable to these standards and expect the same from our business partners.

The EK Code of Conduct is binding for our partners, establishing the minimum principles which are key in meeting our goals.

我们的方法

在 EK，我们感受到强烈的内在动力和责任，以维系我们所在地球的宜居性、安全和健康，丰富人们的生活。我们坚信，本地零售业能够实现这些目标贡献一份力量。因此，我们全力支持合作伙伴，建立并加强长期合作关系，携手合作，共同为零售合作伙伴提供优质产品，同时关注相关方的需求。

EK《行为准则》规定了我们希望自己和所有业务合作伙伴遵守的最低标准。我们希望所有合作伙伴都能与我们并肩共进，为员工的福祉和保护地球做出贡献。我们严格遵循这些标准，并希望业务合作伙伴也能按照 EK《行为准则》行事。

我们希望与业务合作伙伴一起，奠定坚实的基础，继而实现公开透明、相互尊重和持续改进。

At EK, we feel a strong intrinsic motivation, and a responsibility to keep the earth we inhabit liveable, safe and healthy, in order to enrich people's lives. We strongly believe that local retail can contribute to these goals. Because of this, we offer our partners full support and build and strengthen long-term relationships in order to jointly offer the best products to our retail partners, as well as to take care of the people involved.

The EK Code of Conduct lays out the minimum standards we expect that we and all those (business partners) we work with will adhere to. We expect that all our partners share our commitment to contribute to the wellbeing of workers and to protect the earth. We hold ourselves accountable to these standards and expect our business partners to conduct themselves in accordance with the EK Code of Conduct.

Together with our business partners, we want to create a solid foundation for transparency, mutual respect and continuous improvement.

本《行为准则》的适用对象

我们的业务合作伙伴：

- 我们的签约品牌
- 我们供应链中的供应商
- 我们的服务合作伙伴

EK 及子公司的所有员工，包括我们的董事会成员，都必须仔细阅读、理解、签署并履行《职业道德规范》中的标准和义务，包括适用于业务合作伙伴的《行为准则》。

EK 网站上公开展示了《行为准则》内容。

一般原则

本 EK《行为准则》（以下简称《准则》）概述了 EK 要求每位业务合作伙伴遵守的社会、安全和环境原则（以下简称“原则”）。EK 是全球贸易协会（amfori）的成员，也是企业社会责任倡议（Business Social Compliance Initiative, BSCI）和商界环境绩效倡议（Business Environment Performance Initiative, BEPI）的参与者。因此，amfori BSCI 和 BEPI《行为准则》的原则是本《准则》的组成部分。

EK 致力于建立一种尊重国际公认原则和指南的文化，包括《国际人权法案》（International Bill of Human Rights）（即《联合国人权宣言》（UN Declaration of Human Rights）、《公民权利和政治权利国际公约》（International Covenant on Civil and Political Rights）和《经济、社会、文化权利国际公约》（International Covenant on Economic, Social and Cultural Rights））、国际劳工组织（International Labour Organization, ILO）《关于工作中的基本原则和权利宣言》（Declaration on Fundamental Principles and Rights at Work）、《联合国企业与人权指导原则》（UN Guiding Principles on Business and Human Rights）和《经合组织跨国企业准则》（OECD Guidelines for Multinational Enterprises）。EK 的业务合作伙伴必须也履行这项承诺。

业务合作伙伴签署本文件，即表示他们声明将遵守本《准则》中的承诺。EK 将在本《准则》进行相关修订时告知业务合作伙伴。

To whom this Code of Conduct applies

Our business partners:

- Our contracted brands
- Our suppliers in the supply chains
- Our service partners

All employees of EK and its subsidiaries, including the members of our Board of Directors, are required to read, understand, sign and fulfil the standards and obligations in the Code of Ethics, including the Code of Conduct for business partners.

The Code of Conduct is publicly available on EK's website.

General principles

This EK Code of Conduct (Code) outlines the social, safety and environmental principles (Principles) that EK requires each business partner to fulfil. EK is a member of amfori and a participant in the Business Social Compliance Initiative (BSCI), and in the Business Environment Performance Initiative (BEPI). Therefore, the principles of the amfori BSCI & BEPI Code of Conduct form an integral part of this Code.

EK is committed to establishing a culture of respect for internationally recognized principles and guidelines, including the International Bill of Human Rights (i.e. the UN Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. EK business partners are required to share this commitment.

By signing this document, the business partner declares that they will comply with the commitments of this Code. EK will inform the business partner of relevant future amendments to this Code.

一般法律要求

所有业务合作伙伴在所有活动中都必须遵守适用的国家/地区法律法规或国际标准（以更严格者为准），包括：

- (a) 与就业、歧视、环境、安全和健康相关的法律；
- (b) 与产品进口相关的法律，包括原产国/地区标签、产品标签和产品检测，以及所有合同要求；
- (c) 任何其他法律。

如果业务合作伙伴认为国家/地区法律法规有不同的保护标准规定，或与本《准则》规定的一项或多项原则相冲突，必须在偏离本《准则》行事之前及时通知 EK。

违规后果

EK 绝不容忍任何侵犯人权和劳工权利的行为、违法行为或其他违反本《准则》的行为。一旦发现任何形式的不可容忍的行为，我们将坚决、迅速地评估与相关业务合作伙伴的合作关系。EK 保留以下权利：对业务合作伙伴对本《准则》的遵守情况进行审计；在商定的时间内与合作伙伴共同制定风险缓解计划；以及终止与不能或不愿按照所述要求行事的业务合作伙伴的合作关系。若

EK 获悉任何合作伙伴和/或 EK 员工以任何方式违反了这些原则，将采取适当行动。一旦出现违规情况，我们希望业务合作伙伴能够虚心接受支持，将这些原则融入到他们的活动中。

General legal requirements

In all of their activities, all business partners must obey applicable national laws and regulations or international standards (whichever is stricter) including:

- (a) laws relating to employment, discrimination, the environment, safety and health;
- (b) laws relating to the import of products, including country of origin labelling, product labelling, and product testing, in addition to all contractual requirements;
- (c) any other laws.

If a business partner is of the opinion that national laws and regulations set a different standard of protection or conflict with one or more Principles as set out in this Code, the business partner must inform EK in due time prior to deviating from this Code.

Consequences in case of violations

EK will not tolerate any violations with regard to human and labour rights, breaches of law or other violations of this Code. Whenever we become aware of any form of intolerable conduct, we will firmly and swiftly evaluate the relationship with the business partner in question. EK reserves the right to conduct audits of the business partner's compliance with this Code, to work with the partner to define risk mitigation plans within an agreed timeline and to terminate relationships with business partners that are not able or willing to act in line with the requirements outlined. EK will take appropriate action if we are notified that these Principles have been violated in any way by any partners and/or EK employees. In case of a violation, we expect our business partners to be open to receiving support to integrate the Principles into their activities.

我们的共同责任

EK 希望业务合作伙伴开展尽职调查*，并特别关注本《行为准则》中规定的主题。我们希望业务合作伙伴能够识别其供应链中任何可能的负面影响，制定具体目标，并根据尽职调查结果采取适当措施。

EK 是价值链的重要组成部分，会严肃认真对待采购活动。如果 EK 的采购活动不符合本《准则》中规定的国际社会和环境标准，希望业务合作伙伴能够通知我们。

*尽职调查

尽职调查是指公司采取的行动，用于识别对人类和环境的实际和潜在风险并采取相应行动。在尽职调查过程中，不仅要考虑公司自身的业务运营，还要考虑其整个供应链。它与业务风险管理相关，但首先要了解可能对人员和环境造成的风险。尽职调查以相称性为基础，正确的行为取决于影响的严重程度、公司对影响的参与程度以及自身解决该影响的能力。此外，本《准则》还以《联合国工商企业与人权指导原则》（United Nation's Guiding Principles on Business and Human Rights, UNGPs）和《经合组织跨国企业准则》（OECD Guidelines for Multinational Enterprises, OECD 准则）等国际标

准中确立的原则为指导，这些原则为本《准则》奠定了基础。

Our shared responsibility

EK expects its business partners to perform their due diligence* and pay particular attention to the topics set forth in this Code of Conduct. We expect our business partners to identify any possible adverse impacts in their supply chain, set specific objectives and take suitable measures based on the outcome of their due diligence activities.

EK is a key part of the value chain and therefore takes its responsibility with regards to its sourcing and buying activities seriously. We expect our business partners to inform us when EK's buying activities do not support the international social and environmental standards set out in this Code.

*Due diligence

Due diligence describes the actions taken by a company to identify and act on actual and potential risks to people and to the environment. The due diligence process considers not only the company's own operations but its entire supply chain as well. It is connected to business risk management, but starts with understanding what the risks to people and to the environment might be. Due diligence is based on proportionality – the right conduct depends on the severity of the impact, the company's involvement with the impact and its own ability to address it. Furthermore, it is guided by the principles established in international standards such as the United Nation's Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD Guidelines) which form the basis for this Code.

人权和劳工权利

EK 希望自身以及业务合作伙伴在整个价值链中尊重所有人，提供公平和安全的工作环境。因此，我们的业务合作伙伴必须保护基本人权，并至少遵守当地所有适用的劳动和安全法律。

我们公司同意履行 amfori BSCI 《行为准则》中规定的与人权、尽职调查和环境保护相关的以下原则。EK 希望业务合作伙伴也能如此。

EK expects itself and its business partners to treat all people throughout the whole value chain in a respectful manner with fair and safe working conditions. Therefore, our business partners must protect fundamental human rights and – at a minimum – respect all applicable local labour and safety laws.

Our company agrees to fulfil the following principles related to human rights, due diligence and environmental protection as set out in the amfori BSCI Code of Conduct. EK expects the same from our business partners.

03

社会管理体系和级联效应

业务合作伙伴应通过公司的所有职能部门认可 amfori BSCI 《行为准则》的原则，并将这些原则融入自身的系统中。

Social management system and cascade effect

The business partner shall endorse the amfori BSCI Code of Conduct Principles through all the functions of the company and embed these principles in its own systems.

员工参与和保护

业务合作伙伴应让所有员工知晓他们的权利和责任，并按照 amfori BSCI 《行为准则》的目标保护员工。

Worker involvement and protection

The business partner shall inform all workers about their rights and responsibilities and protect workers in line with the objectives of the amfori BSCI Code of Conduct.

结社自由权和集体谈判权

业务合作伙伴必须尊重员工组织和加入工会以及参与集体谈判的权利。

The rights of freedom of association and collective bargaining

The business partner must respect the rights of workers to form and join trade unions, as well as to engage in collective bargaining.

禁止歧视、暴力或骚扰

业务合作伙伴必须尊重所有员工，确保员工在工作场所不遭受任何形式的暴力、骚扰、不人道或有辱人格的待遇，并且不得歧视员工。

No discrimination, violence or harassment

The business partner must treat all workers with respect and dignity, must ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace and must not discriminate against workers.

公平报酬

业务合作伙伴必须尊重员工获得公平报酬的权利，并持续向支付生活工资的方向努力。

Fair remuneration

The business partner must respect the right of workers to receive fair remuneration and work progressively towards paying a living wage.

合理的工作时间

业务合作伙伴必须遵守有关工作时间的法律，对于特定例外情况，遵守相关国际参考标准。

Decent working hours

The business partner must observe laws regarding working hours and adhere to international references for specific exceptions.

职业健康与安全

业务合作伙伴必须确保工作环境健康、安全，识别潜在和实际的员工健康和安全风险，并采取一切必要措施消除和降低这些风险。

Occupational health and safety

The business partner must ensure a healthy and safe working environment, identify potential and actual risks to the health and safety of workers and take all necessary measures to eliminate and reduce them.

禁止使用童工

业务合作伙伴不得直接或间接雇用任何未达到最低法定年龄的员工。

No child labour

The business partner must not employ any worker below the legal minimum age either directly or indirectly.

03

对未成年员工的特殊保护

业务合作伙伴必须为未成年员工提供特殊保护，保护其免受可能对其健康、安全、道德和发展有害的工作环境的影响。

Special protections for young workers

The business partner must provide special protection to young workers against working conditions which are may be harmful to their health, safety, morals, and development.

禁止“脆弱就业”

业务合作伙伴不得从事或通过其合作伙伴参与任何形式的奴役、强迫劳动、债务劳动、契约劳动、人口贩运或非自愿劳动，必须遵守负责任招聘的国际原则。

No precarious employment

The business partner must not engage in, or be complicit with through business partners, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour and must adhere to international principles of responsible recruitment

禁止债务劳动、强迫劳动或人口贩运

业务合作伙伴不得从事或通过其合作伙伴参与任何形式的奴役、强迫劳动、债务劳动、契约劳动、人口贩运或非自愿劳动，包括国家/地区强制性的强迫劳动。

No bonded, forced labour or human trafficking

The business partner must not engage in, or be complicit with through business partners, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, including state-imposed forced labour.

环境保护

EK 严格履行保护环境的责任。因此，我们不断努力，进一步将环境标准融入到自身业务运营中，减少我们的产品、活动和我们为零售商提供的服务对环境的影响。

业务合作伙伴必须采取适当措施，预防、减轻对周边社区、自然资源、气候和整体环境造成的不利影响并采取措施补救。

我们公司同意按照 amfori BEPI《行为准则》的原则开展环境尽职调查。如果相关主题对 EK 和/或业务合作伙伴具有重要意义，EK 希望业务合作伙伴也能遵守这些原则。

EK 希望一级供应商（最终产品的直接供应商）尽最大努力提供我们所需的数据，以支持我们开展尽职调查和遵守欧洲法律。

At EK, we take our responsibility to protect the environment seriously. Because of this, we work continuously to further integrate environmental standards into our own operations and reduce the environmental impacts of our products, events and the services we provide to our retailers.

The business partner must implement adequate measures to prevent, mitigate and remediate adverse impacts on surrounding communities, natural resources, climate, and the overall environment.

Our company agrees to respect the following principles to exercise environmental due diligence and protection in as set out in the amfori BEPI Code of Conduct. EK expects the same from our business partners if the topics are material for EK and/or the business partner.

EK expects tier 1 suppliers (direct supplier of the final product) to do their utmost to deliver the data which we need to do our due diligence and comply with European legislation.

对于生产带 EK 商标和/或通过 EK 组织的零售商商标的品牌，EK 希望其在业务实践中实施基于流程和风险的环境尽职调查管理系统，并根据公司的业务模式进行调整。

EK expects that brands which make products with one of EK's trademarks and/or retailer trademarks organized via EK will implement a process- and risk-based environmental due diligence management system in their business practices, adjusted to the business model of the company.

能源与气候

EK 支持《巴黎协定》(Paris Agreement)，并致力于在 2050 年之前成为净零碳排放公司。为此，我们制定了近期目标，并遵循基于科学的目标和 1.5°C 路径。EK 鼓励业务合作伙伴也制定基于科学的目标。

EK 正在努力确立并实施有效的管理方法，我们鼓励业务合作伙伴也加入我们，从而识别、量化和减少因能源使用而产生的温室气体排放。

我们希望自身和业务合作伙伴采用国际良好实践和标准来管理能源的使用。我们还确保在自身和业务合作伙伴的业务运营中实施有效的能源管理措施。

Energy and climate

EK supports the Paris Agreement and is working towards being a Net Zero company by 2050 at the latest. We are doing so by setting near term and in line with science-based targets and the 1.5 C pathway. EK challenges business partners to set science-based targets as well.

EK is working to establish and implement effective management practices, and we encourage our business partners to do the same to identify, quantify and reduce the greenhouse gas emissions resulting from their energy use. We expect that we and our business partners will use international good practices and standards to manage energy use. We also ensure that there are effective energy management practices in place in our own operations and those of our business partners.

大气排放

确保采取有效的管理措施，识别、监测和控制大气排放及其对环境和人类的影响。尤其要确保严格管理消耗臭氧层的物质或其他有害物质的排放。

用水和废水

仔细审视用水和废水管理实践，确定、监测并确保有效控制，避免对环境和人类造成不利影响。鼓励其他方采取措施，促进高效用水并尽可能实现水的再利用。鼓励其他方采取措施，减少废水量和/或降低废水中有害物质的含量，降低或消除废水的不利影响。

废弃物

仔细审视废弃物管理实践，识别、监测并确保有效控制与废弃物相关的环境影响。监测废弃物产生情况，鼓励采用管理实践将废弃物免于废弃处置（再利用、再循环和/或其他回收作业）。鼓励其他方采取降低或消除废弃物不利影响的措施，例如改进工艺。

Emissions to air

Ensuring effective management practices to identify, monitor, and control emissions to air and their impact on the environment and humans. Specifically ensuring emissions of ozone-depleting or other hazardous substances are strictly managed.

Water and effluents

Reviewing water and effluents management practices to identify, monitor, and ensure effective controls are in place to avoid adverse impact(s) on the environment and humans. Encouraging others to adopt measures that promote efficient water consumption and water reuse where possible. Encouraging others to adopt measures that reduce or eliminate the adverse impacts of effluents by reducing their quantity and/or their content of hazardous substances.

Waste

Reviewing waste management practices to identify, monitor, and ensure effective control of waste-related impact(s) on the environment. Monitoring waste generation and encouraging management practices that divert waste from disposal (reuse, recycling and/or other recovery operations). Encouraging others to adopt measures that reduce or eliminate the adverse impacts of waste, for example through improved processes.

生物多样性

仔细审视管理实践，识别、监测并控制对生物多样性的不利影响。在可能的情况下，鼓励其他方采取能对生物多样性产生积极影响的措施。

Biodiversity

Reviewing management practices to identify, monitor, and control adverse impacts on biodiversity. Encouraging others to adopt, where possible, measures that create positive impacts for biodiversity.

化学品

仔细审视化学品管理实践，识别、监测并确保有效控制化学品对人类和/或环境的影响。鼓励其他方使用对人类和/或环境危害较小的替代物质。

Chemicals

Reviewing chemicals management practices to identify, monitor, and ensure effective control of chemical-related impact(s) to people and/or the environment. Encouraging others to use alternative substances that are less hazardous to people and/or the environment.

危害

仔细审视管理实践，识别、监测并控制噪音和其他潜在干扰（如光污染、灰尘或交通对环境和当地社区的影响），并在必要时实施纠正措施或补救活动。

Nuisances

Reviewing management practices to identify, monitor, and control the impacts of noise and other potential nuisances, such as light pollution, dust or traffic on the environment and local communities, and where necessary, implementing corrective actions or remediation activities.

公平、合乎道德的商业行为

应对贿赂/腐败问题

所有业务合作伙伴都必须承诺绝不容忍腐败，遵守国际和当地的反腐败法律和标准。这其中包括为获得商业利益而向国家机关或其他第三方支付或提供的任何利益。同样，业务合作伙伴也不得要求或提供此类付款或利益。

Dealing with bribery/ corruption

All business partners must commit to never tolerate corruption, and thus to comply with international and local anti-corruption laws and standards. This includes any benefits paid or offered to state authorities or other third parties in order to obtain a business advantage. Likewise, shall such payments or benefits may never be demanded or offered by a business partner.

遵守相关国家/地区的适用法律

EK 致力于遵守适用的国家/地区和国际法律、法规和指南，同时考虑我们工作所在国家/地区的文化价值观。对我们而言，遵守所有适用的法律和法规是自然而然的行为。我们希望业务合作伙伴也能如此。

Compliance with applicable law in the respective country

EK is committed to comply with applicable national and international laws, regulations and guidelines, taking into account the cultural values in the respective countries where we work. Compliance with all applicable laws and regulations is a matter of course for us. We expect the same from our business partners.

保密和数据保护

在收集、存储、处理或传输员工、业务合作伙伴或其他第三方的个人数据（如姓名、地址、电话号码、出生日期、健康信息等）时，我们的行事会极其谨慎。我们遵守严格的保密协议，并遵守适用的法律和法规。我们希望业务合作伙伴也能如此。

Confidentiality and data protection

When collecting, storing, processing or transmitting the personal data (e.g. name, address, telephone number, date of birth, health information) of employees, business partners or other third parties, we take the utmost care. We observe strict confidentiality protocols and comply with applicable laws and rules. We expect the same from our business partners.

产品质量与安全

业务合作伙伴向 EK 交付的所有商品均应符合 EK 的产品规定和对物理性能、化学性能的要求，以及 EK 的一般《采购条款和条件》(Purchase Terms & Conditions) 及《一般供应商条件》(General Supplier Conditions)。除本《行为准则》外，与您合作的业务部门可能还会有其他要求。

Product quality and safety

All goods delivered by business partners to EK should fulfil with EK product regulations and requirements for physical performance, chemical performance and the EK general Purchase Terms & Conditions, as well as the General Supplier Conditions. In addition to this Code of Conduct, the Business Unit you are working with might provide you with additional requirements.

监督和投诉

我们希望业务合作伙伴开展尽职调查，从而识别对人类和环境的实际和潜在风险，并采取相应的行动。我们要求业务合作伙伴向我们披露所有分包活动。业务合作伙伴应能提供与本《准则》所述主题相关的尽职调查过程的信息。

We expect our business partners to do their due diligence. We expect them to identify and act on actual and potential risks to people and to the environment. We request that all subcontracting is disclosed to us. Business partners should be able to provide information about due diligence processes related to the topics outlined in this Code.

投诉机制

若有人发现了可能违反本《准则》中任何规定的行为，整个价值链中的任何人都能提出疑虑，这一点至关重要。每个业务合作伙伴都应制定相关的有效机制，支持个人以安全和/或匿名的方式提起任何投诉。

Complaint mechanism

If anyone feels that any provision of this Code may have been violated, it is absolutely critical that all persons throughout the value chain are able to raise concerns. Each business partner shall provide effective mechanisms for this purpose that enable individuals to report any grievances in a safe and/or anonymous way.

审计

业务合作伙伴应确保对本《准则》的遵守情况进行审计。在公司层面，我们要求建立与各合作伙伴的规模和风险结构相适应的管理系统。此外，我们的业务合作伙伴必须了解与之合作的所有公司、工厂和其他合作伙伴，并能够提供与本《准则》所述主题相关的尽职调查过程的信息。

Audits

The business partner shall make it possible to verify compliance with the Code. At a corporate level, we require management systems to be in place that are appropriate for each partner's size and risk structure. In addition, our business partner must be aware of all companies, sites and other partners they are working with, and should be able to provide information about related due diligence processes related to the topics outlined in this Code.

终止合作

如果出现违反本《准则》所述义务的情况，则将给予业务合作伙伴一段合理的时间进行补救，若因违规行为的性质而无法补救，则可能发出警告。

如果业务合作伙伴在最后期限到期后仍未采取补救措施，或屡次违规，则可在不事先通知的情况下终止合同关系。如果屡次或严重违规，即使不设定最后期限或发出警告，也可在不事先通知的情况下终止合同关系。其他权利，尤其是任何可能的损害赔偿要求，不受此影响。

Termination

In the event of a breach of the obligations contained in this Code, the business partner may be given a reasonable period of time to remedy the situation or, if this is not possible due to the nature of the breach, a warning may be issued. If the business partner allows the deadline to expire without taking remedial action or if there are repeated violations, the contractual relationship may be terminated without notice. In the event of repeated or serious violations, the contractual relationship may be terminated without notice, even without setting a deadline or issuing a warning. Further rights, in particular any possible claims for damages, remain unaffected by this.



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