



# SUSTAINABLE SOURCING POLICY

DO & CO AKTIENGESELLSCHAFT  
Business Year 2025 2026

# MESSAGE FROM CEO/ BOARD

DO & CO aims to have a positive impact on the environment and people throughout our entire value chain. An essential part of this strategy is our commitment to sourcing responsibly, ethically, and inclusively. To achieve this goal, we are formulating a Sustainable Sourcing Policy (SSP) that will be implemented throughout the enterprise, to standardise our approach and manage how we obtain our goods while striving to ensure respect for human rights and environmental laws in our supply chain.

This policy applies to direct and indirect suppliers of DO & CO (whereby the applicable DO & CO Purchasing Conditions define "supplier" as every natural or legal person to which one or more orders from DO & CO are addressed).

**"AT DO & CO, HOSPITALITY STARTS LONG BEFORE THE GUEST IS SERVED AND EXTENDS FAR BEYOND THE PLATE**

— it begins with an absolute passion for our customers reflected in everything we do: from design and sourcing to preparation and execution."



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BOARD MEMBER

*[Signature]*  
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BOARD MEMBER

# SUSTAINABLE SOURCING POLICY

## INTRODUCTION

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This policy applies to direct and indirect suppliers of DO & CO (whereby the applicable DO & CO Purchasing Conditions define "supplier" as every natural or legal person to which one or more orders from DO & CO are addressed).

Our procurement processes are designed to select and retain suppliers through a non-discriminatory bidding and tendering process. In addition to complying with the relevant food safety and personal health and safety standards, Company regulations and standards in the countries in which we operate, going forward, suppliers are asked to comply with our Supplier Code of Conduct.

We as DO & CO also commit that our ongoing food and non-food procurement will be driven by our SSP to ensure that we act with integrity and respect towards the environment and people in our value chain.



This policy is informed by key EU sustainability frameworks, including the Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD), and the EU Deforestation Regulation (EUDR). These frameworks guide our approach to responsible sourcing, due diligence, and transparency across our value chain.

This policy outlines DO & CO's current commitments and targets. While the company strives to achieve these objectives, statements may involve forward-looking assumptions and are subject to change based on regulatory, supply chain, and market developments.

For further information on process please see the latest Annual Report on the company website. [www.doco.com/sustainability](http://www.doco.com/sustainability)



## ACCOUNTABILITY

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To ensure accountability for the implementation of our principles and commitments, DO & CO will:

- Where applicable, incorporate our sustainable priorities described in the policy into legally binding contracts, requests for information (RFI) and requests for proposals (RFP).
- Engage our supply chain and suppliers to build an understanding of our sustainable sourcing policies.
- Source from suppliers who identify and provide specific products that meet our sourcing policies.
- Encourage suppliers to have policies and procedures in place to cover their specific industry impacts.
- Collect supplier data progress reports and supporting internal or third-party documentation demonstrating that suppliers meet or exceed our expectations, as detailed above.
- Expect swift and decisive action from suppliers in unforeseen cases of illegal, unethical, or unsustainable practices, or risk termination of our business relationship.
- DO & CO will implement a risk-based due diligence system aligned with the CSDDD, including identification, prevention, and mitigation of adverse human rights and environmental impacts. We will also ensure traceability and geolocation data collection for EUDR-relevant commodities, in accordance with the regulation's requirements.



## OUR TOP 12 RISK INGREDIENTS

We have identified the key risk products and ingredients within our supply chain and will address environmentally and socially relevant risks by adjusting our purchasing practices.

- **BEEF**
- **VEAL**
- **CACAO**
- **COFFEE**
- **PORK**
- **PALM OIL**
- **PAPER AND PULP**
- **SOY**
- **FISH**
- **SEAFOOD**
- **CHICKEN**
- **EGGS**

# OUR SUPPLY CHAIN

## B1. BIODIVERSITY PROTECTION

### DEFINITION

**Biodiversity** refers to the variety of life on Earth, including the diversity of species, ecosystems, and genetic diversity within species. Biodiversity is important for maintaining the ecological processes that support life on Earth, such as pollination, seed dispersal, nutrient cycling, and pest control.

Peatland protection refers to the conservation and sustainable management of peatlands, which are wetlands characterized by the accumulation of partially decayed plant material, known as peat. Peatlands are among the most biodiverse and carbon-rich ecosystems on Earth, and they play a critical role in regulating the Earth's climate and water cycle, as well as providing habitat for many species of plants and animals.

Peatland protection includes activities such as protecting peatlands from conversion to other land uses, restoring degraded peatlands, and practicing sustainable peatland management. This can include activities such as limiting drainage, reducing the frequency and intensity of the use of fire, and avoiding peat extraction.



### OUR POSITION

We believe that conserving the biodiversity of forests and peatlands is imperative to the well-being of our global community. By protecting biodiversity, DO & CO can help to ensure that the ingredients we use will continue to be available in the future, even as the effects of climate change become more severe.



## DO & CO'S COMMITMENT & TARGETS:

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### **WE COMMIT TO WORKING TOWARD NO (LEGAL AND ILLEGAL) DEFORESTATION OR LAND CONVERSION AND NO PEATLAND LOSS**

until 2030 for selected priority ingredients.

### **WE WILL IMPLEMENT ROBUST DUE DILIGENCE PROCESSES TO ENSURE TRACEABILITY AND COMPLIANCE WITH THE EUDR AND SIMILAR REGULATIONS**

across our global operations, including regular monitoring and reporting on our progress.

### **BESIDES ADJUSTING OUR SUPPLY CHAIN AND PURCHASING ACTIVITIES WE ARE INCREASING OUR PLANT BASED PRODUCT RANGES.**

Please find more information about our endeavours in our Consumer Health & Nutrition Policy.

### **THE ACCOUNTABILITY FRAMEWORK INITIATIVE (AFI)**

a globally recognized approach for setting, implementing, and assessing commitments on deforestation, ecosystem conversion, and human rights in agricultural and forestry supply chains- serves as the foundation for our supply chain approach. Specific details for beef, palm oil, soy, cacao, coffee, and paper/pulp are detailed below within the 'Approach for priority ingredients' section.

In addition to AFI, our commitments are aligned with the CSRD's double materiality principle, ensuring that we assess both the impact of our sourcing practices on sustainability and how sustainability risks affect our business. We will integrate these insights into our ESG disclosures and climate transition planning.

# OUR SUPPLY CHAIN

## B.2 GMO-PRODUCTS:

### DEFINITION

**GMOs**, or genetically modified organisms, refer to living organisms that have had their genetic material altered in a way that does not occur naturally by mating or natural recombination. This is typically done through genetic engineering techniques, where specific genes are inserted, deleted, or modified in the organism's DNA. GMO products are used in agriculture to create crops that are more resistant to pests, diseases, and environmental conditions, and to improve their nutritional content. The use of GMO products in agriculture is a controversial topic, and opinions on the safety and benefits of GMO products vary.

### OUR COMMITMENT & TARGET

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DO & CO is committed to providing our customers with high-quality, safe, and delicious food.

**Human consumption:** There is an ongoing debate and scientific research surrounding the potential health risks of consuming GM foods. While currently, the scientific consensus is that GM foods are safe to consume, we commit to identifying and phasing out GM animal-based ingredients for direct human consumption by 2025. We will continue to monitor new research and adjust our policy as necessary.

**Animal consumption:** The use of GM crops in animal feed can have several economic benefits, including increased crop yields and reduced pesticide use. Additionally, GM crops can be designed to be more resistant to pests and diseases, which can lead to cost savings for farmers and food producers. In this respect, we will continue to buy from suppliers that feed their animals with GM food until an economic alternative is found and widely accepted.

# OUR SUPPLY CHAIN

## B.3 ANTIBIOTICS:

### DEFINITION

**Antibiotic** use for animal products that are processed for human consumption refers to the practice of administering antibiotics to animals such as pigs, poultry, beef, and fish, to prevent or treat diseases, or to promote growth. These antibiotics can be used prophylactically, which means they are given to the animals to prevent the occurrence of disease, or therapeutically, which means they are given to animals to treat a specific illness. The use of antibiotics in animal agriculture is widespread and has been a common practice for decades.

However, this practice has been criticized for several reasons. The overuse of antibiotics in animal agriculture can contribute to the development of antibiotic-resistant bacteria, which can make it more difficult to treat human infections. Also, the continuous exposure of animals to antibiotics can lead to the development of antibiotic-resistant strains of bacteria within the animals themselves, which can be transmitted to humans through the consumption of animal products.



### OUR POSITION

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We believe protecting the efficacy of antibiotics and preventing the development of antibiotic-resistant bacteria is imperative to the well-being of our global community. We recognize that antibiotics, used responsibly, along with good animal-care practices, help improve food safety, animal health and welfare and sustainability. We acknowledge the One Health approach, as defined by the World Health Organization (WHO), which states that human and animal health is interlinked. Hence, we are committed to adjusting our supply chain and engaging with various stakeholder groups, such as suppliers, NGOs, and industry, in a manner that facilitates optimal consumer and animal health.



## OUR COMMITMENT & TARGET

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We seek to ensure that antibiotics are only used for the treatment of sick animals or control of an identified disease outbreak as deemed by veterinarians to ensure their appropriate and judicious use. We encourage the development of surveillance systems for the usage of antibiotics to monitor trends in resistance and effectiveness of prescribed antibiotics in livestock production. We are on a journey of continuous improvement and are prioritizing the reduction of antibiotics that are medically important to human health.

We are committed to identifying and phasing out the routine use of antibiotics for use as growth promoters or disease prevention across poultry, beef, pork, fish, and seafood categories in our supply chain by 2030.

We recognize the inherent challenges in reducing or phasing out the use of antibiotics across poultry, beef, pork, fish, and seafood categories and remain committed to working with our suppliers to understand, evaluate, and prioritize how to drive continuous improvement across these categories while caring for the health of both animals and humans. We will prioritize working with suppliers that demonstrate responsible and judicious use of antibiotics and overall reduction.

# OUR SUPPLY CHAIN

## B.4 ANIMAL WELFARE:

### DEFINITION

**Animal welfare** refers to the ethical and humane treatment of animals that are used for food production. This includes ensuring that the animals are treated in a way that minimizes their suffering, and that their basic physical and behavioural needs are met.

### OUR POSITION

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As stated in our Supplier Code of Conduct, we expect suppliers to respect the Farm Animal Welfare Committee (FAWC) Five Freedoms\* of animal welfare (i.e., Freedom from thirst, hunger and malnutrition, Freedom from discomfort, Freedom from pain, injury and disease, Freedom to express normal behaviour, Freedom from fear and distress). Equally, we commit to sourcing animal products that abide by these standards and will phase out products that do not comply with the stated animal welfare principle.

We recognise that specific practices may vary across countries and regions depending upon differences in scientific insights, cultural norms, and consumer expectations, all suppliers in all countries must work toward these as the minimum standards.



### OUR COMMITMENT & TARGET

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We are committed to offering meat, fish and seafood, egg, and dairy based dishes from products that are sustainably produced, healthier for people, and from animals raised responsibly and humanely. Specific Animal welfare targets are stated within the 'Approach for priority ingredients' section.

# APPROACH FOR PRIORITY ANIMAL INGREDIENTS

## C 1. BEEF, VEAL, PORK



### ANIMAL WELFARE

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We are committed to identifying all suppliers that provide beef, pork, and veal meat using individual confinement crates (gestation crates, sow stalls, farrowing crates, veal crates).

We will engage with suppliers to supply meat from crate-free sources or discontinue business relationships by 2030.

Surgical castration without the use of painkillers and tail docking shall also be prohibited, and sufficient environmental enrichment materials and litter be provided.

### BIODIVERSITY

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DO & CO is working towards sourcing beef and beef products from regions with no deforestation risk by 2030, in the EU by the end of 2026. We will require information from pork suppliers about the sources of soy utilized for animal feed and initiatives that are in place to ensure that no soy is sourced from deforested or converted land (i.e., deforestation-free, and conversion-free soy).

# APPROACH FOR PRIORITY ANIMAL INGREDIENTS

## C 2. EGGS

### ANIMAL WELFARE

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We are committed to phasing out caged eggs (shell, liquid and processed\*) across all our kitchens globally by 2030.

\*Processed eggs are defined as egg products that are further processed (e.g., dried, pre-scrambled). This does not include eggs as an ingredient such as the eggs in a prebaked or pre-packaged product.



## C 3. CHICKEN

### ANIMAL WELFARE

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We are committed to phasing out global business relationships with suppliers who do not meet the standards of the European Chicken Commitment/ Better Chicken Commitment (BCC) by 2030.

### BIODIVERSITY

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We will require information from chicken suppliers about the sources of soy utilized for animal feed and initiatives that are in place to ensure that no soy is sourced from deforested or converted land (i.e., deforestation-free, and conversion-free soy).

We are committed to developing a responsible soy-for-chicken feed target by 2030.

# APPROACH FOR PRIORITY ANIMAL INGREDIENTS

## C 4. FISH AND SEAFOOD:

### ANIMAL WELFARE

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We are committed to the following animal welfare targets for fish and seafood products by 2030:

#### PROCESSING AND HANDLING

Minimize handling stress by ensuring ethical practices during capture, transport, and slaughter.

Time out of water should be under one minute in operations that use holding tanks.

Fish must be processed by humane percussive or electrical stunning, and shrimp or prawns by electrical stunning.

### FARMED FISH WELFARE

Farming environments must meet standards such as Global Animal Partnership (GAP), RSPCA Assured, or Naturland, which ensure proper stocking densities, enrichments, and humane handling practices.

Water quality (e.g., temperature, pH, oxygen) and fish health (e.g., disease, mortality) must be tracked daily. Vaccinations should be used for disease prevention, and outbreaks treated ethically with medication. This is also considered for internal holding tanks.

Practices like eyestalk ablation and other mutilations are strictly prohibited. Certifications like Naturland are prioritized to address these welfare and sustainability criteria.

### WILD-CAUGHT FISH WELFARE

Prohibit harmful fishing methods such as bottom gill nets, trawlers, dredges, explosives, and unethical practices like using bait fish or removing body parts from live animals.

Capture times must be under 60 minutes, with stress minimized during handling.

Standards like the Marine Stewardship Council (MSC), ASCI and Friends of the Sea ensure sustainable fishing practices, including bycatch reduction and ecosystem protection are prioritized to ensure wild catch welfare.

# APPROACH FOR PRIORITY ANIMAL INGREDIENTS

## C 4. FISH AND SEAFOOD:

### BIODIVERSITY

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We commit to identifying fish and seafood species in our product range that are vulnerable, endangered, or critically endangered (as per IUCN red list) and discontinue the purchase of those species by 2026.

We commit to purchasing fish and seafood from sources whether fished or farmed, that can maintain or increase production without jeopardizing the structure and function of affected ecosystems, while maintaining healthy aquatic life populations, and respecting supply chain workers and communities. All fish and seafood must come from sources that are legally caught and landed, from environmental, social and governance perspectives. Suppliers shall not purchase from companies that buy from vessels listed on any official blacklist (IUU). If identified, it will lie at DO & CO's discretion to terminate business relationships if the breach of purchasing activity is not addressed within a reasonable timeframe, defined by DO & CO.

### GENERAL MANAGEMENT

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We are committed to increasing the amount of certified sustainable fish we serve each year, ensuring that our products come from socially and environmentally responsible fisheries. To achieve this, we recognize certification schemes benchmarked and endorsed by the [Global Sustainable Seafood Initiative \(GSSI\)](#).

Our commitment extends to sourcing fish and seafood—whether wild-caught or farmed—from operations that maintain or enhance production without compromising the structure and function of affected ecosystems. These practices support healthy aquatic populations and uphold the rights and well-being of supply chain workers and communities.

All fish and seafood must be legally caught and landed, meeting stringent environmental, social, and governance (ESG) criteria. Suppliers are prohibited from purchasing from companies associated with vessels listed on official blacklists for illegal, unreported, and unregulated (IUU) fishing.

If a breach of these standards is identified, DO & CO reserves the right to terminate business relationships if corrective actions are not taken within a reasonable timeframe, as defined by DO & CO.

# APPROACH FOR PRIORITY PLANT INGREDIENTS

## D 1. PALM OIL

### BIODIVERSITY

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We commit to sourcing 90% of palm oil-based products from regions with no deforestation or peatland conversion risk, and to ensuring that palm oil used meets recognized sustainability certification standards.

Where deforestation- and peatland conversion-free palm oil-based products cannot be sourced, we commit to purchasing recognised sustainably certified palm oil in order to support and incentivise responsible and sustainable production practices. To support this commitment, we will implement close monitoring of our palm oil-based product supply chains.

We will require suppliers to provide transparent information on the origin of palm oil used in their products, as well as details on the measures in place to ensure that sourcing is free from deforestation and land conversion.



# APPROACH FOR PRIORITY PLANT INGREDIENTS

## D 2. SOY

### BIODIVERSITY

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Since the largest volume of DO & CO's soy footprint comes from soy for animal feed, we will engage with our suppliers to eliminate soy for animal feed from regions that are at risk of deforestation or peatland conversion, e.g., requesting from our suppliers to deliver data on the share of products sold to DO & CO that are traced back to the source or verified the source by 3rd parties. Hence, our targets for soy are:

**Soy for direct human consumption:** We commit to sourcing all soy-based products for direct human consumption from regions with no deforestation and peatland conversion risks until 2030, in the EU by the end of 2026.

**Soy for animal feed:** We commit to developing deforestation- and peatland conversion-free targets for soy for animal feed by in the EU by the end of 2025.



Our suppliers should consider the following actions to provide deforestation and conversion-free animal feed. Potential actions include, and can be followed sequentially or simultaneously:

Sourcing soy from countries and regions with no deforestation risk (with a preference for local, if possible).

Sourcing of certified soy (e.g. physically certified RTRS).

Sourcing alternatives to soy in animal feed (e.g. grains, vegetable proteins, human food chain by products, or incorporating insect proteins, algae and/or seaweed).

# APPROACH FOR PRIORITY NON-FOOD PRODUCTS

For our non-food products we follow the reduce, reuse, recycle, recover hierarchy to improve the environmental impact we have through these commodities. Our two main non-food commodities with significant environmental impact are single-use plastic and paper. Hence, we will focus our sustainable sourcing efforts on these prioritised commodities.



## E 1. SINGLE-USE PLASTIC

### BIODIVERSITY

We recognise that the production and disposal of single-use plastic are a significant threat to terrestrial and aquatic ecosystems. Hence, we are committed to reducing our single-use plastic items, such as bags, lids, straws, packaging, and others, to support the preservation of ecosystems.

We commit to fully eliminating all single-use plastic products by 2030\* by switching to reusable, recyclable, or compostable alternatives.

Where possible according to food-safety regulations. Where regulations require single-use plastics, this target does not apply.

Suppliers should expect that we will prioritize business relationships where single-use plastic alternatives can be provided and fully phase out purchasing partnerships where these conditions cannot be met.

# APPROACH FOR PRIORITY NON-FOOD PRODUCTS

## E 2. PAPER AND PULP

### BIODIVERSITY

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We have identified the 4 paper product groups that largely drive our paper consumption: Paper/Kraft packaging, Office Paper, Menu Cards, and Hygiene Paper (incl., napkins, hand paper towels, toilet paper and kitchen wipes).

We commit to sourcing paper for our stated 4 paper product groups from regions with no deforestation and peatland conversion risks globally until 2030, in the EU by the end of 2027. Instead, we will seek to use paper from certified renewable materials or recycled materials.

Our approach to packaging materials is guided by the EU Packaging and Packaging Waste Regulation (PPWR), which promotes circularity, recyclability, and reduction of single-use plastics. We aim to phase out non-compliant materials and prioritize certified, renewable, or recycled alternatives.



# F. IMPLEMENTATION

We will develop, refresh, and regularly update commodity-specific policies and strategies for our 12 priority ingredients. We will ensure that these policies are part of the group supply management requirements and addressed in suppliers' purchasing specifications wherever appropriate.

Acknowledging that every commodity's supply chain is unique, the responsible sourcing strategy for each commodity will include, among others, the following clauses:



- Adjust our initiatives to reach our targets more effectively.
- Supply chain mapping and traceability for each commodity at the global and country level. Internal engagement with and training of the Supply Chain and Purchasing teams.
- Supplier engagement, both in cases of compliance and non-compliance and assessment (incentive mechanisms, evaluation, verification, improvement, grievance mechanism).
- Use appropriate verification methods for each commodity to credibly trace ingredients to demonstrate progress.
- Ad hoc audits of suppliers to verify sustainable practices.
- Data collection and regular measurement of progress for each commodity at the group level.
- Align commodity-specific strategies with EU ESG legislation, including CSRD, CSDDD, EUDR, and PPWR.
- Conduct double materiality assessments to inform sourcing decisions and reporting.
- Ensure geolocation traceability for EUDR commodities and integrate climate transition planning per CSDDD requirements.

# G. RESPONSIBILITIES

## THE BOARD

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The Management Board Members, hold managerial responsibility for overseeing and operationalising the Sustainable Sourcing Policy throughout DO & CO global operations.

## MANAGERIAL RESPONSIBILITY STATEMENT

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DO & CO's Members of the Management Board, hereby state that they hold themselves accountable for the application, operationalization, upholding and general oversight of the above-outlined Sustainable Sourcing Policy. The above statement entails that management is responsible for monitoring, steps taken by DO & CO Units in close collaboration with all relevant Departments. The Management Board Members also commit to enforcing all procedures necessary to abide by the policy and monitor the efforts of the Legal and HR Departments to communicate and implement the content and procedures of the given policy to the staff.

## PURCHASING DEPARTMENT

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The purchasing department is responsible to source products according to our commitment and standards. Supplier and supply chain audits will become the norm to check that these policies are adhered to. They must also claim a signed statement from possible and current suppliers.

## HUMAN RESOURCES DEPARTMENT

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The HR department holds responsibility for assisting in the communication of the above actions, training programs and awareness campaigns, to assist with the successful implementation of the above-mentioned measures and for achieving the outlined goals.

## SUSTAINABILITY DEPARTMENT

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The sustainability team ensures that the policy is always up to date and reflects on stakeholder inquiries regarding external communications. The policy is therefore reviewed on an annual basis and cross-checked with the other responsibility holders to inform them of any changes that might have occurred.

## LEGAL DEPARTMENT

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The legal department is responsible for compliance with national and international legislative frameworks. It will therefore inform the external communications team of any contractual conditions regarding the topic of external communications with partners. Furthermore, it will provide the Sustainability Team with information regarding the changes in legislation such as the EU Supply Chain laws, which might result in the adaptation of the external communications policy.

The Legal Department will monitor developments in EU sustainability legislation—including CSRD, CSDDD, EUDR, and PPWR—and ensure that our sourcing practices and external communications remain compliant and up to date.

## Policy Governance & Legal Notice

### Document Control

- Document Title: Sustainable Sourcing Policy
- Version: v1.0
- Effective Date: 11.06.2026
- Owner: ESG & Procurement Department

### Governance & Review

This policy is approved by DO & CO management and is reviewed at least annually, or more frequently where required due to regulatory, operational, or supply chain developments. Responsibility for implementation lies with the relevant business units and procurement functions. Progress against commitments will be monitored internally through the Project Beyond and reported through DO & CO's annual Sustainability Report.

### Scope

This policy applies to DO & CO operations globally and outlines principles and targets related to sustainable sourcing across priority ingredients and supply chains. Unless otherwise stated, commitments refer to direct suppliers and will be progressively extended across the value chain based on risk and influence.

### Legal Disclaimers

**Forward-Looking Statements:** This document contains forward-looking statements, including targets, commitments, and ambitions related to sustainability. These statements are based on current assumptions and are subject to risks, uncertainties, and external factors such as regulatory changes, market conditions, and supply chain availability. Actual outcomes may differ, and DO & CO reserves the right to adapt its approach as necessary.

**Non-Binding Nature:** This policy serves as a strategic and operational framework and does not create legally binding obligations toward third parties unless explicitly stated in contractual agreements.

**Third-Party Standards & Certifications:** Where reference is made to third-party standards, certifications, or initiatives (e.g., FAWC, MSC, GSSI, GAP), these are recognized as credible frameworks. However, responsibility for compliance rests with certified entities, and DO & CO does not assume liability for third-party assurance processes.

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