

Compliance

Business philosophy

We recognize our social responsibility in the context of our business activity. We commit ourselves to uphold all applicable legislation as well as the internationally recognized standards and guidelines. In particular the Code of Conduct covers the provisions of the United Nations and the International Labor Organization (ILO). We abide by the principles enshrined in this Code of Conduct and do not permit ourselves to bypass them through contractual agreements or comparable measures.

We also undertake to work with business partners openly and honestly. Illegal business practices which raise a question mark over the integrity of ourselves or our employees are prohibited and shall be investigated and prosecuted accordingly.

Confidentiality and data protection

We undertake to treat company and business secrets in confidence and to comply with all relevant data protection legislation.

Confidential information

Transparent communication in the context of the provisions of data protection legislation and boundaries in relation to confidentiality in business is important. At the same time, we commit ourselves to the upholding of operational and business secrets. We ensure that we never communicate confidential information and documents to third parties. We shall only disclose confidential information if this is explicitly called for by statutory obligations or as a result of a court order or a demand from a government body.

Financial documents

We commit ourselves to having accurate financial documents that comply with statutory provisions. These documents are important for satisfying corporate obligations to our employees, customers and suppliers. Illegal practices in relation to financial documents violate applicable legislation and contractual labor obligations.

Data privacy and data security

We undertake to enforce the right to informational self-determination, the privacy of personal data and the security of all business information and personal data in all business processes in compliance with statutory provisions and the applicable privacy and information security laws.

Communication

We are convinced of the importance of open and confidence based communication with one another, within the team and at all levels of the company.

Prevention of corruption

We observe the applicable legislative provisions on the combating of corruption. In our dealings with customers, suppliers and service providers, we make a strict distinction as employees between the interests of the company and our own private interests. Actions and (purchasing) decisions are always based strictly in the best interests of the company and shall always be free of personal interests. We do not accept personal benefits as a reward for preferential treatment in business transactions. Furthermore, we commit ourselves in business transactions not to offer, promise, request, give or accept gifts, payments, invitations or services that might in some impermissible way influence a business relationship.

Anti-trust and competition law

We assure fair competition with companies that operate on our market. As an employee and as a person acting on behalf of the company, we comply with domestic EU and/or foreign anti-trust legislation and with laws against improper competitive practices. We make no agreements with customers, suppliers and with our competitors and avoid all activities that might affect prices or terms and conditions, or that in any way present an obstacle to the assignment of sales territories or customers, or an impediment to free, open competition.

Money laundering

We do comply with laws to prevent money laundering and duly fulfill their reporting obligations.

Customs and export control regulations

We do comply with international customs and export control regulations, and proactively share foreign trade-related information in the interests of a secure supply chain.

Social standards

Human rights

We respect and actively protect internationally recognized human rights. The United Nations Guiding Principles on Business and Human Rights provide the underpinning for this. This includes protecting local communities, indigenous peoples, and human rights defenders.

Child labor and to forced labor

We are committed to employ only persons who have reached the minimum legal age for work set out by statutory provisions in the country of employment and not to tolerate any form of child labor. ILO Conventions No. 138 on the Minimum Age for Employment and No. 182 on the Elimination of the Worst Forms of Child Labor shall be observed. We also undertake us to observe and respect the dignity and rights of children. We strictly reject any form of forced labor, which includes but is not limited to human trafficking, torture, and slavery or compulsory labor of any kind. The principle of freely chosen employment is to be respected and observed.

Freedom of association

We do respect the fundamental right of employees to form and join trade unions of their own free choice. Membership in trade unions or employee representative bodies shall not constitute a reason for unjustified discrimination. The right to collective bargaining for the settlement of disputes pertaining to working conditions and the right to strike shall be granted within the framework of statutory provisions and in accordance with ILO Convention No. 98.

General equality of treatment

We tolerate no form of discrimination of any kind, be it based on skin color, ethnic origin, gender, age, nationality, social background, disability, sexual orientation, religious affiliation, human ideology, or political and trade union activity. The same applies to any form of harassment. Given comparable requirements and tasks, the principle of equal remuneration for work of equal value shall apply irrespective of gender. ILO conventions are to be observed.

Dealing with one another

Valuation and esteem are among the highest priorities in our management philosophy. In our daily interactions, we live out the principles of mutual esteem and respect. We do not tolerate any form of derogatory behavior and of verbal and/or physical threat, violence and/or abuse.

Occupational health and safety

At the minimum, we shall comply with national workplace safety and hygiene standards and take appropriate measures to meet occupational health and safety requirements so as to ensure healthy working conditions.

Fair working conditions

We undertake us to enforce the right to fair labor conditions in accordance with applicable ILO conventions. This includes fair wages and social benefits equal to or higher than the rates prescribed by national or regional authorities, legal standards, or other labor agreements.

Working conditions

Environment, health & safety at work

Health and safety are a valuable personal asset, and this is also important to our success as a company. We are therefore committed to ensuring that all adverse impacts of our activities, products and services on the environment are minimized to the greatest extent possible. We also endeavor to protect our employees, assets, information and our image from potential security threats. We take care to ensure that we provide our employees with a healthy and hygienic working environment, which includes an annual training course.

Dealing with alcohol and drugs

The unrestricted decision-making ability of each individual employee is an absolute prerequisite for the success and safety of our work. We undertake to comply with occupational safety laws and to create a safe and healthy working environment. This includes preventing the misuse of addictive substances such as drugs, alcohol and other narcotics.

Working times

We are committed to full compliance with prevailing statutory regulations, company standards relating to working hours and statutory holidays as well as with the relevant ILO* conventions. To this end, we strive to provide our employees with a good work-life balance.

Remuneration

The remuneration of our employees is based on legislative and company-related standards. We also apply the relevant national legislation governing minimum wage levels.

Environmental standards

Environmental protection

In keeping with the precautionary principle, we undertake to make every effort to minimize risks to people and the environment and to protect the natural resources that underpin the production of food. All processes, operating sites, and production resources must meet applicable statutory requirements and standards for environmental protection. We undertake to adopt and advance an environmental management system (EMS) pursuant to ISO 14001.

Air and soil quality

At the minimum, we shall comply with applicable statutory provisions and local authorities' requirements.

Materials and waste disposal

We shall minimize any impact our operations may have on the environment and to use resources sparingly. Materials are to be reused whenever possible. In dealing with waste, we follow the principle of first avoiding waste, then recycling, and finally disposing of it as a last resort. At the minimum, we shall comply with applicable statutory provisions and authorities' requirements. We also undertake to use water with due care.

Climate action

We are engaged in persistent and active climate action, for example, by increasing energy efficiency or generating or procuring energy from renewable sources. We shall provide a transparent view of their carbon emissions and set ambitious carbon reduction goals.