



We act in line with our code of conduct that builds on our corporate philosophy and outlines the fundamental principles and standards to guide our actions

Business environment

- > We adhere to applicable laws and other regulations to which we are committed.
- > We maintain the culture of food safety, consumer protection and high product quality in our company and stand for authentic and legal products.
- > We avoid environmental pollution, noise and odour nuisances, and we introduce effective measures for climate and water pollution control throughout the entire product life cycle.
- > We prioritise the use of renewable resources, as well as energy efficient products and services.
- > We adhere to all antitrust and fair trade legislations. We are proactive in combatting unfair competition, such as price fixing or calls to boycott companies or their products.
- > The bribery of business partners, politicians or other third parties to secure advantages of any kind is not tolerated.
- > We do not accept unsolicited advantages, with the exception of invitations to events or dinners that serve a charitable purpose or have a symbolic character. Occasional gifts must not exceed a value of €25 per year, per recipient, and per presenter. Acceptance of cash is not permitted.
- > We neither condone nor tolerate business contacts with organisations or persons with potential links to terrorist organisations.

Company

- > As a company, we are a part of our society and are willing to accept sustainable responsibility for our region.
- > To strengthen our competitiveness and to secure jobs, we invest in a forward-looking manner and conduct long-term financial planning.
- > We continually improve our performance and key indicators relating to manufacturing, product safety, quality, environment, energy, occupational safety, and health.
- > We provide the resources necessary to achieve our goals.
- > We work in accordance with our management system, which describes all measures that serve to improve products, performances or processes of all kinds. This management system is continuously optimised.
- > We protect our intellectual property and do not disclose confidential information.
- > The property and assets of the company must be handled with care and protected from third-party access.

Employees

- > Fair pay and working conditions, appropriate working hours, freedom of association, equal opportunities and the protection of employee rights are a matter of course for us.
- > We value the individual differences of our employees and view them as strengths.
- > We do not tolerate any form of discrimination – such as mobbing, harassment, extortion, threats, or the use of violence, child labour or forced labour.
- > We place great emphasis on providing a safe and healthy working environment and implement measures to avoid injuries and illnesses at work.
- > We support our employees facing particular challenges in finding ways to optimise their work-life balance.
- > We understand our role as ambassadors of our company, even in our private lives, and we act accordingly.

