

Preamble

Reliability, helpfulness, honesty and integrity are the foundation for the long-term success of our company. These values stem from our mission statement and constitute the guide for our everyday conduct. This applies to the owners and employees in the BEWITAL agri team, regardless of their area of responsibility and position. Moreover, we also expect this of our suppliers and business associates.

Compliance with the law

We strictly follow statutory provisions and regulations. In particular, we strictly reject corruption, fraud, extortion and bribery. The applicable antitrust and competition laws and the legal obligation to prevent money laundering and terrorist financing are strictly observed in all business decisions made by BEWITAL agri. Where such actions become known, we pursue and prevent them immediately. If official measures are necessary, we support them

Human rights

Respect toward people who work in or for our company is of paramount importance to us. We offer employees fair and, at a minimum, lawful working conditions and fair pay. The prohibition of child labour, forced labour and other forms of exploitation is a basic requirement in our company and is also checked by us within our supply chains. Here, we primarily refer to international labour standards (ILO, UN). In particular, workplace safety comes first. Measures are taken to protect against harmful environmental changes and health hazards. Where labour safety cannot be guaranteed, processes are discontinued. We also pay attention to this criterion when selecting business partners.

Equal opportunities

No one may be discriminated against based on gender, political view, nationality, religion, ethnic or social origin, state of health, sexual orientation or skin colour. This also includes equal pay. Violations of this are consistently prosecuted.

Animal welfare

Our products should be healthy for humans and animals. Suffering of humans and animals must be avoided in all areas.

Product safety

We produce feed and pet food. As a result, we bear a great responsibility for the animals and their owners. To live up to this responsibility, we observe all feed regulations and go beyond them in many areas. As soon as we recognise that one of our products is not safe for humans or animals, we immediately notify the recipients and, when reasonable, the supervisory authorities.

Cooperation with authorities

Supervisory authorities perform an important task for the safety of animals. Therefore we support the authorities in their work through open and transparent cooperation.

Integrity

Integrity is the prerequisite for trust. Our conduct is based on fair cooperation. If conflicts of interest arise, we report them openly. Where there are conflicts, we first seek direct contact and try to find an amicable solution. Only when this is not possible do we take legal measures.

Social responsibility

As a company, we are part of society. Accordingly, we support the sustainable development of our society. This applies to economic, ecological as well as social issues.

Environmental protection

The protection of nature is very important to us. It is therefore important to use natural resources as sustainably as possible. This is implemented through efficient resource management and the minimisation of environmental pollution in our company. The environmental impact should be constantly measured and improved. Everyone has to contribute to this within their area of influence

Data protection

We respect the protection of the personal data of our employees and business associates. The requirement of confidentiality and secrecy applies to all information entrusted to us if it is not already widely known. Personal data is processed exclusively for the specifically defined purposes if there is a legal basis, taking into account the relevant legal regulations (e.g. DSGVO).

Suppliers and business partners

We are convinced that these principles are meant to apply outside our company as well. Accordingly, we expect our suppliers and other business associates to adhere to the above-described rules. At the same time, they are required to obligate their suppliers to adhere to similar values and, if needed, to consent to a review in the course of an audit. In the case of clear violations of these rules, we reserve the right to terminate the business relationship

Consent

We hereby confirm that we have read and understood this Code of Conduct for BEWITAL agri. We comply with these principles.

Place, date

Company stamp/signature