

Code of Conduct

Introduction

As the largest manufacturer of food and feed products, we are committed to respecting human rights and are guided by the international guidelines of the UN Guiding Principles on Human Rights as well as the relevant conventions and guiding principles of the United Nations (UN), the Organization for Economic Cooperation and Development (OECD) and the International Labor Organization (ILO) which is confirmed by an independent audit.

Scope

This guideline is based on the vision, the mission statement, and the corporate policy of Florin AG. It applies to us, all our employees and along our supply chain.

Principles

1. Ethical principles

We act with foresight and take responsibility for our actions. We are honest. We mean what we say. We are reliable because we keep our word and we check whether we do what we say we will do.

2. Diversification and inclusion

We treat people fairly, with integrity and respect at all times. Sexual harassment, bullying and discrimination violate personality and dignity and will not be tolerated by us. We respect each other's privacy and personal integrity. We stand for gender equality and equal treatment of people of different origins or religious backgrounds. Employees may not be directly or indirectly discriminated against based on their gender, in particular by reference to their marital status, family situation or, in the case of employees, pregnancy. In particular, this applies to employment, assignment of tasks, structuring of working conditions, remuneration, training and further education, promotion and dismissal. We respect and protect the personality of each employee, show due consideration and ensure that morality is upheld.

3. Respect

We work together as partners at all levels and treat each other with respect, fairness and humanity.

4. Safety and health

The safety and health are key elements. In compliance with labor and health laws, we all share the responsibility of creating a safe and healthy work environment. We take the necessary steps, not only in accordance with our experience but also in accordance with applicable laws and relevant company conditions, to protect the life, health and personal integrity of all employees to the extent reasonably expected in light of the individual employment relationship and the nature of the work performed.

5. Shared responsibility for the reputation and performance of Florin AG

At Florin AG, we all share in the responsibility for the reputation and performance and always act for its benefit, taking into the account Code of Conduct of Florin AG.

6. Dealing with conflicts of interest

Our work is based on objectivity and not on personal interests. Situations, which can give a rise to an actual or a potential conflict of interest, are disclosed internally. In particular, we disclose personal or financial interests in suppliers or other third parties that could influence the objectivity of our work, internally.

7. Right to freedom of association

We respect the right to freedom of assembly and of association.

8. Integrity

We conduct our business on the basis of honesty and the quality of our services. Therefore, we consistently reject bribery or other corruption. We do not grant undue advantages to business partners in order to secure an order or to public officials in order to perform or refrain from performing an official act. Nor do we accept such undue advantages for ourselves. As an exception, we may accept individual business gifts as a courtesy.

9. Communication

Our internal and external communication is open and honest. If we are confronted with unpleasant questions, we do not evade them. Regarding our products and services, we communicate transparently and not deceptively.

10. Confidential information

We always use internal and external information acquired in the course of our business activities conscientiously and only to the extent permitted and justified by business considerations. We do not disclose confidential information and commercial secrets to unauthorized person(s), either internally or externally. We treat the personal data of our employees and our business partners with particular confidentiality and take appropriate protective measures in strict compliance with the principles of data protection.

11. Dealing with partners and stakeholders

We gain the trust of our customers through the quality of our products and services. In case of irregularities we respond promptly and appropriately. We behave fairly and reliably towards our business partners. We award contracts to suppliers on the basis of objective criteria. In our cooperation with authorities, we always behave correctly and avoid any attempt to abuse influence on official decision-making processes.

12. Sustainability

In accordance with our corporate policy, we balance the economic, ecological and social dimensions of our activities and decisions and focus our actions on the long term.

13. Assets and financial integrity

The assets of our company form the foundation of our business. Therefore, we handle them carefully and responsibly. We protect them from loss and damage and use them solely for the benefit of Florin AG. Our bookkeeping practices are in accordance with recognized, professional accounting standards. We are responsible for ensuring that all corporate transactions are properly, completely, transparently and punctually recorded in our financial books.

14. Reporting

We require ourselves to continuously improve our behavior and to face new challenges with the required social competence, always in accordance with the principle of achieving our goals reliably and in accordance with the laws, responsibly and sustainably.

We encourage all employees and other stakeholders to report suspected misconduct, even anonymously, via direct contact with Florin AG or via the homepage, section "Tips".

Regardless of the method chosen, we prohibit any discrimination, retaliation or harassment against well-intentioned tips.

Muttenz, May 2023