

AGRI

cultural



**Code of conduct
for business partners**



We help things grow.

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I. Recitals

AGRAVIS stands for trust, reliability and sustainable growth. The Integrity of our suppliers and contractors (business partners) plays an important role in this context.

Therefore we also expect that our business partners comply with all relevant legal and ethical requirements and with recognized environmental, social and corporate governance standards.

II. Scope

AGRAVIS has committed itself to comply with the standards set out in this code of conduct. At the same time, AGRAVIS obliges its business partners to observe the principles as a major requirement of the business relationship. This applies to all partners with a direct business relationship. AGRAVIS also expects its business partners that their suppliers and service providers, which directly or indirectly provide products or services to AGRAVIS, also adhere to these or comparable principles.

III. Human Rights and fair labour conditions

We expect our business partners and their suppliers and contractors to conduct a business practice compliant with our business ethics.

- **No child's work**

Our business partners do not employ children below the legal minimum age of the concerned country or the relevant legal system. If there is no minimum age for the employment of children, the business partner will not employ children under the age of 15. Employees under the age of 18 work only in compliance with the statutory provisions, e.g. working time and conditions, and in recognition of educational and schooling requirements.

- **Prohibition of enforced labor**

Work always has to be voluntary. The business partner does not use forced labor, physical or involuntary work. Employees must be allowed to retain control over their disposal documents (e. g., passport, work permit, or any other personal legal document). The business partner ensures that employees do not pay any fees or other payments during the entire recruitment phase and employment period in order to be employed. The business partner is responsible for the payment of fees and duties that may be incurred in connection with employment.

Punishment, psychological and / or physical coercion are prohibited. Disciplinary guidelines and procedures must be clearly defined and communicated to the employees.

- **Prohibition of discrimination**

The business partner supports a respectful working environment. It shall not discriminate against or tolerate discrimination based on gender, race, religion, age, disability, sexual orientation, nationality or other characteristics protected by law.

- **Payment and Working Hours**

The business partner complies with national laws and binding industry standards on working hours, overtime, wages and other employer services. The business partner must pay the employees in time. Deductions of wages and salaries as a disciplinary measure are not permitted, unless they are legally permissible

- **Freedom of Association and Collective Negotiations**

The employees of the business partner must have the free decision to join or not to join a labor union/employee representative of their choice without threatening or intimidating.

IV. Occupational Health and Safety

We expect our business partners to strive to achieve a high level of occupational health and safety by choosing an appropriate approach to health and safety management for their company.

The business partner complies with the applicable occupational health and safety regulations and ensures a safe and health-promoting work environment in order to protect the health of employees, protect third parties and avoid accidents, injuries and work-related illnesses. This includes regular risk assessments of the workplaces and the implementation of appropriate security and precautions. Employees are to be trained adequately in work safety regulations.

V. Anti-bribery

AGRAVIS demand its business partners to comply with the legal requirements for combating corruption. The business partner undertakes to conduct its business in an ethically justifiable manner and in accordance with all applicable regulations. It does not promise or provide any advantages for the purpose of influencing actions inadmissibly or providing an unacceptable advantage. All transactions of the business partner shall be documented in his accounting according to the legal provisions

VI. Prevent Money Laundering

The business partner shall comply with all applicable laws and regulations for the prevention of money laundering. It keeps financial records and prepares reports in accordance with international laws and regulations.

VII. Fair Competition

The business partner adheres to applicable competition and antitrust laws. In particular, it undertakes to refrain from adopting agreements or concerted practices which have as their object or effect the prevention, restriction or distortion of competition.

VIII. Ecological responsibility

The business partner protects the environment and will pursue its activities in an ecologically responsible manner. This applies especially with regard to resources and the observance of applicable law in the field of environmental protection. The international environmental management standard ISO 14001 serves as a parameter for ecologically responsible business activity. The business partner will take appropriate and comprehensible measures in accordance with this standard in order to ensure environmental protection.

IX. Dialogue with its business partners

In the framework of their contractual obligations the business partner encourages his own suppliers and contractors to comply with the principles set out.

X. Compliance with the Code of Conduct

AGRAVIS reserves the right to review compliance with the Principles upon timely notice. AGRAVIS encourages its business partners to introduce their own binding guidelines for ethical behavior.

We expect our business partners to report to us possible violations of the principles disclosed. This includes violations by AGRAVIS-employees. Contact persons are AGRAVIS's compliance officer and the independent Ombudsman, who can be contacted confidentially outside of AGRAVIS: Dr. Carsten Thiel von Herff, phone 0049 521 . 557333-0 or ombudsmann@thielvonherff.de.
