



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 prioritize the use of renewable resources as well as energy-efficient products and services to minimize our ecological footprint and promote sustainable solutions
- > 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.
- > A trustworthy, long-term collaboration with our business partners and customers is important to us. We aim to grow together with them and achieve sustainable success through mutual respect and integrity.

Corporate culture

- > As a responsible company, we see ourselves as an active part of society and are committed to sustainable actions – both in our region and globally. We pledge to embed ecological, social, and economic sustainability in all our decisions while maintaining high standards
- > 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 according to a comprehensive and integrated management system that supports the continuous optimization of our products, services, and processes. The protection of proprietary company knowledge is of the highest priority for us. We do not share confidential information with unauthorized persons and handle entrusted property with care, protecting it from third-party access.
- > We place great emphasis on a lived food safety culture, where every employee assumes responsibility for the safety of products. Transparent communication of risks, continuous training, and close cooperation at all levels of our company promote a deep awareness of the importance of safe food.





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Employees at Agrarfrost

- > 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 diversity of our workforce and see the individual differences of our employees as an essential strength.
- > Discrimination based on gender, ethnic origin, religion, or other personal characteristics – as well as bullying, harassment, extortion, threats, or the use of violence, as well as child and forced labor – are not tolerated by us.
- > We place great importance on a safe, healthy, and inclusive working environment. Preventive measures to protect against occupational accidents and illnesses are a given for us. We promote a work environment where every employee feels safe, respected, and supported.
- > We support our employees facing particular challenges in finding ways to optimise their work-life balance.
- > We are aware that our employees are also perceived as representatives of our company outside the workplace. Integrity and ethical behavior are essential to us in all areas. We expect everyone to uphold these values in their professional and private actions.

