

SÜDZUCKER-GROUP
COMPLIANCE BUSINESS
VALUES AND PRINCIPLES



Compliance Business Values and Principles



We want to be successful in competition through innovation, quality, reliability and fairness. In doing so, legal regulations and internal company guidelines must be complied with. The Compliance Business Values and Principles serve as the basis for this. As a summary of the Code of Conduct, they represent practice-oriented focal points for daily work. The Code of Conduct is the relevant superordinate document every employee should be familiar with.

Competition law and anti-trust law

We act on the market as a fair and responsible competitor and we are committed without restriction to compliance with prevailing competition law and anti-trust legislation.

Bribery and corruption

We will not tolerate bribery or corruption. Accepting and giving of gifts, invitations and donations must be in accordance with internal guidelines.

Conflicts of interests

We always keep separate private or our own economic interests from the economic interests of the Südzucker Group.

Dealing with company property and with the property of business partners

We protect the business assets of our company and use them exclusively for corporate purposes. We also respect the property rights of third parties.

Money-laundering and trade control

We never tolerate any activity related to money-laundering. We carefully check the identity of our business partners.

Product quality and product safety

We strictly comply with all national, European and international regulations relevant to the food, feed and biofuel industries as well as agriculture.

Protection of information

We protect all company information (e. g. operational and business secrets) as well as information from and about our business partners, and treat it as confidential.

Data protection

We take all necessary precautions to ensure that the collection, processing and use of personal data is transparent, purpose-specific, verifiable, accurate and in compliance with the applicable legal provisions of data protection legislation.

Insider dealing

We treat insider information relevant to the stock market as strictly confidential.

Financial reporting

Our accounting and financial reporting is proper, correct, timely, complete, transparent and in accordance with the respective legal regulations and standards.

Communication

We take the greatest possible care in all forms of external presentation. We attach great importance to clear and open communication.

Relations with local authorities and partners

We strive to maintain an open and cooperative relationship with all competent authorities. Information is provided in a complete, accurate, prompt and comprehensible manner.

Working conditions and social standards*

We comply with the labour laws and international standards applicable in the respective countries. Workplace safety is a matter of the highest priority for us. We respect the freedom of association and therefore the right of employees to form and join trade unions.

Diversity and the principle of equal treatment

We are committed to diversity and tolerance. Discriminatory actions and harassment are prohibited in our company. Everyone has a right to fair and respectful treatment.

Environment and sustainability

We ensure that we keep our need for resources to a minimum (including energy use, water consumption, waste water, etc.) as well as waste and potential environmental impacts in the supply chain. All processes and standards must at least meet legal requirements, or outperform them.

* See the chapter entitled "We treat our employees fairly and respectfully" in the Code of Conduct.



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