



fenaco

Code of Conduct

In its mission statement, fenaco is committed to the three basic values of being reliable, committed and firmly rooted, as well as having responsible and transparent activities characterised by integrity.

The fenaco Code of Conduct contributes to achieving this commitment. It summarises the most important business principles in cooperation with employees, business partners, authorities, the public and other stakeholders.

Compliance with the Code of Conduct forms the basis for a trusting and respectful collaboration. All fenaco employees are familiar with the Code of Conduct and are obliged to comply with the principles it contains. Managers have a particularly important role to play in this regard: they exemplify fenaco's values and business principles and ensure that they are adhered to.

We live our values
in the workplace



1 Duty of loyalty

We carry out the work assigned to us with care and always act in the interests of the fenaco-LANDI Group.

When fulfilling our duties, we always have the interests of the entire fenaco-LANDI Group in mind. We refrain from doing business that is detrimental to the fenaco-LANDI Group.

2 Compliance with the relevant regulations

We comply with the applicable laws as well as industry-specific regulations and internal policies.

Our actions are based on the applicable legal standards and internal policies.

We ensure that we are familiar with the requirements that are relevant to our business activities and comply with the legal provisions, industry-specific regulations and internal policies. We report any training requirements to our superiors in good time.

3 Safe work environment and respectful behaviour

We ensure a safe and healthy work environment through our conduct. We are committed to a good working atmosphere.

fenaco attaches great importance to the health and safety of its employees and to environmental protection. It ensures compliance with the applicable health, safety and environmental laws. We comply with the defined measures and contribute to a safe and healthy work environment through our conduct.

We work together to ensure that a climate of mutual respect and tolerance as well as open communication is cultivated at fenaco.

In particular, this helps us to prevent discrimination, disadvantaging, bullying, sexual harassment and physical and psychological health problems. For support in difficult situations, employees can seek personal advice from HR or an independent specialist service at any time.

We apply clear rules of cooperation and live by our management principles. In this way, we create an atmosphere of trust and partnership and give recognition.

4 Dealing with conflicts of interest

We avoid conflicts of interest and disclose them in good time if they arise. We make donations transparently and for specific purposes.

We always make business decisions in the interests of the fenaco-LANDI Group and not on the basis of personal interests.

We avoid situations that could compromise the objectivity of our work. This would be particularly the case if our professional activities were to conflict with private interests of a personal or financial nature. If we nevertheless find ourselves in such a situation, we disclose the conflict of interest immediately.

The partnership-based cooperation that we maintain with our member LANDI and their members, the farmers, must not lead to unjustified benefits being granted.

We always make donations without consideration and in a transparent manner. We document both the purpose of the donation and its use by the recipient.

We always act with integrity in our business dealings so that we are perceived by others as trustworthy and exemplary.

We live our values in
business relationships



We adhere to the principles of fair competition.

fenaco is committed to fair competition and respects the applicable competition and cartel laws.

We convince through performance, quality and innovation and distance ourselves from unfair business practices.

We do not enter into agreements with other companies that hinder or restrict competition.

We handle our market position responsibly. We refrain from any behaviour that could impair competition. In particular, we do not hinder other companies in entering into or exercising competition (e.g. by refusing business relationships), do not disadvantage business partners (e.g. by imposing unreasonable prices or terms and conditions) and do not agree any purchase or supply obligations to the detriment of producers of agricultural products.

We do not bribe and do not accept bribes.

fenaco rejects all forms of corruption.

We do not bribe anyone and do not accept bribes. This applies in particular to excessive gifts, inappropriate invitations, the assumption of inappropriate travel expenses, unjustified payments or the misuse of donations and memberships. We also do not instruct third parties to pay or accept bribes.

When working with public authorities, we behave correctly and refrain from any attempt to influence official decision-making processes through inappropriate payments or other improper actions.

We do not grant or promise any unjustified advantages to business partners in order to obtain new orders or retain existing orders, nor do we accept any such advantages.

Courtesy gifts or invitations within the framework of recognised customs are permissible towards private business partners, provided that they do not give or could give the impression that the recipient is being influenced. In Switzerland, the maximum value for such gifts is CHF 200.–, in other European countries it is EUR 50.–. In cases of doubt, the authorisation of the superior must be obtained in advance.

7 Data protection and confidentiality

We protect personal data, confidential and internal company information as well as business and manufacturing secrets.

fenaco protects the privacy of its employees, customers, suppliers and business partners. We adhere to the principles of data protection when handling personal data. In particular, we only use personal data for lawful, previously defined purposes and in a transparent manner.

We treat internal company data confidentially. We take appropriate protective measures to ensure that unauthorised persons do not gain access to such information, either internally or externally. In particular, we protect manufacturing and business secrets and treat contracts and correspondence confidentially.

We live our values
in society and the
environment



We award contracts according to objective and fair criteria. We expect our business partners to comply with applicable laws, relevant standards and ethical business principles.

We behave fairly and reliably towards our business partners. We award contracts on the basis of objective and comprehensible criteria. We apply the four-eyes principle. In addition, a person not directly involved in the evaluation will check the award of the contract.

We select our business partners carefully. We check their identity, their economic background and the origin and use of payments to ensure that they come from legitimate sources and finance legitimate purposes.

We expect our business partners to comply with the law and to recognise and assume their responsibility towards society and the environment. Regardless of the country in which they operate, we expect our business partners to commit to business principles and to implement them in strategies, guidelines and procedures that are consistent with fundamental, internationally recognised obligations to protect human rights and the environment, to comply with labour standards and to fight corruption. We will not do business with partners who fail to meet these expectations.

We conduct our business activities in an ecologically, socially and economically sustainable manner and contribute to sustainable development.

We pay attention to the appropriate and economical use of natural resources.

In our business activities, we also take into account the concerns of society and the environment and seek dialogue with their stakeholders.

We use our expertise and our influence in our business relationships and in the sectors in which we operate to recognise negative impacts on society and the environment and to take effective measures to prevent or mitigate them.

We address violations of the Code of Conduct.

fenaco promotes a culture that encourages everyone to openly address violations. fenaco takes possible violations of the Code of Conduct or other regulations seriously.

We raise cases of misconduct with our superiors, the responsible HR officer or the Central Compliance Unit. In the event of breaches of personal integrity in the workplace, an independent specialist unit is available in addition to HR. For other compliance violations, fenaco additionally

provides the fenaco Reporting Portal, which also allows anonymous reporting.

Reports of violations and misconduct are carefully investigated. Employees who report in good faith are protected from negative consequences.

Violations, including deliberate false reports, can also have consequences under civil or criminal law in addition to labour law measures.

Our managers and the Central Compliance Unit are available for questions or guidance on compliance or interpretation of the Code of Conduct.

fenaco Genossenschaft

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