

Code of Conduct for Business Partners

Preamble

As the largest manufacturer of ammonia and urea in Germany, SKW Stickstoffwerke Piesteritz GmbH is an important economic factor and employer in the Wittenberg region. AGROFERT Deutschland GmbH is a subsidiary of SKW Stickstoffwerke Piesteritz GmbH and bundles many of the German activities of AGROFERT, a.s. under one roof. As one of the leading suppliers of agricultural inputs and agricultural products, we offer a wide range of products and services.

The SKW Piesteritz Group (hereinafter referred to as "SKW Piesteritz") is committed to trustworthy corporate governance in harmony with economic efficiency, environmental protection and human rights. We expect our business partners to observe and practice the principles of moral and ethical behavior. This Code of Conduct is based on our guidelines. We expect our business partners to commit to these or comparable principles and to comply with them.

SKW Piesteritz reserves the right to conduct external audits and assessments to ensure compliance with our principles of conduct. Furthermore, we will temporarily suspend and consequently terminate business relationships if there are repeated violations and no improvement measures are taken.

The management of the
SKW Stickstoffwerke Piesteritz GmbH
and the
AGROFERT Germany GmbH



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Note

For reasons of better readability, no gender-neutral differentiation is used in the text. Corresponding terms apply to all genders in the interests of equal treatment. The abbreviated form of language is for editorial reasons only and does not imply any judgment.

Sustainable solutions for life

Economy

Value-oriented behavior

SKW Piesteritz wants to create sustainable solutions for life. Our business partners play a part in this. Entrepreneurial success starts with the little things. That is why our business partners act responsibly, ethically and in accordance with the law. Other people must be treated with respect in our daily dealings and they must be treated as we would like to be treated ourselves. Personal interests should not conflict with the interests of the company.

Basic principles of reporting

Our business partners do not close their eyes to reality and therefore adhere to the basic principles of completeness, accuracy and regularity. Rules and regulations help to ensure a true and fair view. External reporting requirements such as tax obligations are also met.

Protection of company property

Each and every one of us values our personal property. Our business partners respect the company property of SKW Piesteritz in the same way. This may only be used for business purposes. Negligent loss, theft or willful destruction by employees or third parties will not be accepted. Company property includes, among other things, facilities, buildings, vehicles, IT systems, passwords, confidential information, funds and equipment such as IT accessories and office materials. Knowledge is power, therefore intellectual property must be protected.

Product and quality safety

For our business partners, safety means striving for the highest possible conformity in accordance with legal regulations, standards and protection and quality criteria. People and the environment should not be harmed during the development, production, delivery and use of the products.

Behavior towards

Business partners and competitors

We want to treat our business partners fairly and with trust. Because we want them to deal with us in the same way. Our business partners do not disseminate false information or gain unfair competitive advantages in any other way. We comply with antitrust and competition law and prevent agreements on prices and conditions.

Animal welfare

The protection and welfare of all living beings is important. Our business partners therefore comply with all applicable legal regulations.

Environmental protection

Reporting

What we do today determines what our world will look like tomorrow. That is why we at SKW Piesteritz pay attention to environmental protection throughout our entire life cycle. We expect our business partners to comply with environmental safety standards and transparent reporting. At the very least, however, all legal and official requirements must be complied with.

Climate protection

Only people can have a positive impact on the earth through conscious action and sustainable decisions. Therefore, our business partners stand up for climate protection within the scope of their possibilities. This includes in particular defossilization, energy efficiency and the use of renewable energies. The aim is to avoid or reduce greenhouse gas emissions.

Water protection and water management

Water is quiet, powerful, unstoppable and its impact should never be underestimated. That is why our business partners use water sparingly and monitor water quality and consumption.

Pollution

A clean environment influences our mental and physical health. That is why our business partners take technical and organizational measures to avoid negative effects on the environment and carry out regular checks. Soil, air and water are protected from pollution and from hazardous and corrosive substances in order to maintain their quality.

Resource and circular economy

Our business partners practice sustainable resource management throughout their entire life cycle. In waste management, we call for waste to be avoided, reused and recycled and to think in terms of interconnected raw material cycles. Biodiversity, species diversity and ecosystems must be protected and responsible chemicals management must be pursued.

Conflict minerals

Our business partners avoid conflict minerals and products containing metallic elements, ores and/or derivatives such as tantalum, tin, tungsten, gold and cobalt. Procurement takes place in compliance with legal provisions and international conventions such as the Minamata Convention, the Stockholm Convention and the Basel Convention.

Occupational health and safety

As every guardian angel takes a break from time to time, our business partners ensure occupational health and safety for their employees. A regular review of workplace requirements, risk assessments and training on accident prevention regulations are desirable.

Employees and society

Human rights

No one should be satisfied with less than one is worth. That is why our business partners respect recognized human rights along the entire life cycle. Human freedom, equality and dignity are respected. Every individual has rights and duties. This includes respect for the right to protection from arrest, the right to a fair trial, the right to citizenship and the right to vote. Access to adequate food, clothing, water and sanitary facilities is not restricted by our business partners.

Working hours and wages

SKW Piesteritz wants our business partners to pay fair and appropriate wages and to ensure that working hours comply with statutory regulations.

Equal treatment

How we treat others shows who we are. Therefore, our business partners create a working environment free of harassment, threats and violence. Discrimination is not tolerated. Equal treatment is a high priority.

Child and forced labor

SKW Piesteritz rejects child and forced labor. No money in the world is of any use to us if we lack humanity and freedom. Our business partners are required to comply with the applicable minimum age and not to enforce work under threat of punishment. The employment relationship can be terminated at any time, provided that the specified notice period is observed. Documents and identity cards to which employees are entitled will not be withheld.

Freedom of association

Freedom of association is respected. Authorized security forces must not interfere with human rights.

Communication

Communication strengthens relationships with one another. We are stronger when we listen and smarter when we share. Mistakes occur when we don't talk to each other. Misinformation (including personal rumors) is detrimental and undermines trust in the business relationship.

Land rights and local communities

Happiness lies in appreciating what we have. That is why our business partners respect existing land rights and the rights of indigenous peoples. The concerns of the local community are respected and healthy and safe living conditions are made possible.

Corporate management

Decision rule

Every decision has legal, ethical and economic significance. As decisions are made every day, we hope that our business partners will avoid wrong decisions and abuses by weighing up the risks. All employees should be able to openly address doubts and seek advice. In this way, weaknesses can be turned into strengths.

Gifts and benefits

No form of corruption or venality is tolerated. Because people degenerate when they are no longer tempted by good and deterred by evil. Our business partners are therefore guided by the applicable regulations. Conflicts of interest and the handling of gifts, gratuities and other benefits should be regulated by internal agreements.

Dealing with donations

SKW Piesteritz appreciates it when our business partners promote education, culture, social causes and sport within the scope of their possibilities and the applicable law.

Data protection and confidentiality

As we all know, we have to be careful who we trust. Accordingly, our business partners protect company, employee and business partner data from unauthorized access, misuse and loss. The provisions of data protection law must be complied with. Confidentiality must be maintained regarding SKW Piesteritz matters that have not been made public. This applies to data on company organization, business, production and research processes as well as internal reporting figures. The duty of confidentiality shall also apply after termination of the business relationship.

Complaints and whistleblower system

Information, complaints or objections from employees, business partners and other interested parties should be taken seriously by our business partners, examined and processed quickly and fairly in accordance with applicable regulations. We are committed to an open and transparent approach when dealing with complaints. Business partners have the opportunity to report defects using our complaints system.

Foreign trade law and economic sanctions

The business partner is responsible for compliance with applicable import and export laws, in particular for compliance with government sanctions, embargoes and other relevant laws, regulations, state and national guidelines and policies governing the transfer, provision or supply of goods and/or technology. SKW Piesteritz expects that no money laundering activities or unusual financial transactions will take place.