



AMATHEON AGRI

Amatheon Agri N.V.
Sustainable Agribusiness and Farming

CODE OF CONDUCT – VALUES AND ETHICS

We understand that our business activities will impact on the communities and the environments, in which we operate. Therefore, we...

COMMIT TO BUSINESS INTEGRITY

We are committed to act in an accountable, transparent manner, promoting integrity and respect.

We will:

- Conduct our business with high standards of integrity, respect, accountability and transparency.
- Continuously seek to improve our social and environmental performance, complying and where possible exceeding local and international requirements.
- Assess the potential impacts of our operations and integrate environmental and social considerations into all aspects of planning, decision making and work practice.
- Record, report and appraise our environmental, social and health and safety performance using internationally accepted reporting frameworks.
- Promote transparency and ethical standards in all our activities and not seek improper advantage for business or financial gain.
- Conduct our business in accordance with internationally accepted principles of good corporate governance and provide regular and reliable information to all shareholders and relevant stakeholders.

COMMIT TO COMMUNITIES

We strive to be a trusted corporate citizen and fulfill our responsibilities to the societies and communities in which we operate.

We will:

- Actively engage with all stakeholders impacted directly and indirectly by our operations and will be open, transparent and honest in our dealings with them.
- Act as a partner and not a competitor to neighboring communities by improving access to resources, markets, training and social infrastructure.
- Employ people from local communities wherever possible and implement programs for training and education to improve access for a skilled local workforce.
- Develop and implement sustainable programs to improve the livelihoods of our neighboring communities.
- Comply with the laws and regulations of the communities in which we operate.
- Co-operate with governments and other relevant organizations, and will not support political parties or contribute to the funds of groups whose activities are calculated to promote party interests.
- Provide products and services which are safe for their intended use.

COMMITMENT TO OUR EMPLOYEES

We know that the health, welfare and security of our employees are essential to our success.

We will:

- Respect and uphold the internationally recognized human rights and will never use forced, compulsory or child labor.
- Respect the labor and employment laws and regulations of the countries where we operate .
- Recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed.
- Encourage a commitment to diversity in our working environment, based on mutual trust and respect and where everyone feels responsible for the performance and reputation of our company.
- Ensure the highest standards of health and safety at all of our operations through a continuous and verifiable health and safety program, including training and the provision of correct and suitable equipment.
- Ensure that all employees can voice their opinions and raise grievances, and respect the dignity of the individual and employee freedom of association.

COMMITMENT TO THE ENVIRONMENT

We believe that a sustainable future is reliant on the conservation of a healthy environment.

We will:

- Plan the development of all operations with the aim of reducing their environmental impact.
- Record, monitor and report on environmental performance as a way to seek continuous improvement.
- Educate and train employees and contractors in the principles and practice of environmentally responsible work.
- Minimize waste and energy consumption and seek continuous improvements in energy and climate changing gas-emissions efficiency.
- Work to promote environmental care, increase understanding of environmental issues and disseminate good practice.