

Code of Conduct for Dealing with Business Partners and Authorities

1. Background

In the interests of maintaining our economic freedom and an intact image, we use our economic influence in a lawful and competitive manner when dealing with business partners.

We systematically focus our negotiations with business partners on providing our customers (e.g. in the meat industry) with an optimal service and aim to achieve significant contributions to safeguarding market performance. Our focus is primarily on meeting the needs and requirements of all our clients and equally on meeting our financial and profitability targets.

2. Objectives

The Centravo Group Code of Conduct contains binding guidelines on how employees are to deal with business partners and authorities. This is a binding minimum standard that applies throughout the entire Centravo Group.

3. Principles of conduct

3.1 General principles

- We behave in a loyal and cooperative manner towards our business partners with the aim of collaborating closely based on trust and respect.
- In relations with our business partners, we strive for long-term, performance-oriented and value-creating partnerships with sustainable development prospects for ourselves and our business partners.
- We comply fully with statutory provisions and do not offer third parties any means of redress for breaches of the law, in particular tax offences or bribery.
- We conduct our negotiations fairly, openly based on objective criteria and in compliance with the principle of performance and consideration.
- The terms and conditions granted by our business partners are always in relation to defined specific return services provided by the Centravo Group.

3.2 Procurement policy: quality and cooperation with suppliers

- We respect statutory quality requirements and, in consultation with our business partners, define quality requirements that are based on binding guidelines and/or go beyond the statutory requirements, depending on the given situation.
- We decide on the offers submitted by business partners based on a comprehensive assessment of their contribution to performance and value creation.
- Business partners whose distribution policy actively contributes to the differentiation and profile of the Centravo Group in the market are given preference in the case of market services that are otherwise comparable.
- We give preference to domestic manufacturing companies with comparable performance over foreign manufacturers (where permitted under EU law).
- We expect our business partners to comply with applicable national environmental, animal welfare and social legislation.
- We are committed to sustainability in terms of long-term resource management and expect our business partners to respect human rights and ensure socially acceptable working conditions.

4. Market economy and fairness

- We are committed to fair competition, whereby customer benefit and the competitiveness of the Centravo Group have top priority.
- We use our market influence in such a way that there is no abuse of power and that market partners are not treated differently from competitors without objectively justified reason.
- Disagreements with customers, suppliers, market and business partners and/or the organisations representing their interests are resolved by mutual agreement as far as possible.
- In the event of serious incidents from the point of view of business partners or non-compliance with the Code of Conduct on the part of Centravo employees, we offer business partners the opportunity to refer the problem to the line manager of the employee responsible.

5. Prohibition of personal enrichment

We set great store by completely independent decision-making when working with potential suppliers. This is the only way to embrace the above principles with the aim of ensuring that Centravo goods and services are purchased to the best possible benefit of ourselves and the end-users. Employees may not feel any obligation towards independent third-party suppliers.

Our employees are prohibited from directly or indirectly gaining advantages for themselves or third parties in their dealings with our business partners. The following are prohibited in particular: accepting commissions, loans, money or other gifts from suppliers or other persons who have a business relationship with the Centravo Group, and accepting preferential prices or obtaining other financial advantages beyond mere courtesies.

The following rules of conduct also apply: (the amounts stated are per person)

- Amounts of money received from business partners must be returned immediately and line managers must be informed immediately.
- Any individual and group invitations going beyond regular day-to-day routine must be approved by the line manager.
- Small gifts in kind or vouchers of an equivalent value of up to CHF 100.00 may be accepted per business partner and calendar year. The head of the relevant department decides on what to do with generous or recurring gifts.
- Invitations to a sporting or cultural event of an anticipated value of more than CHF 100.00 must be approved by the line manager.
- We do not accept invitations for private travel abroad which is not linked to business activities.
- For our part, we do not offer business partners any gifts or advantages that are in breach of the aforementioned CHF 100.00 limit.
- We break off relations with business partners who attempt to influence our employees by offering them cash, gifts, incentive travel or the like.

6. Dealing with authorities and their members

Holders of political office and representatives of authorities or public institutions (officials) are committed to the common good. For this reason, they may not be offered gifts, benefits or other tangible or intangible advantages, whether directly or indirectly, nor may they accept such advantages.

Only appropriate and occasional gifts (e.g. at Christmas) are permitted that comply with the accepted rules of social etiquette and do not impinge on respect for the office or political task. Gifts and benefits are considered socially appropriate in accordance with national customs.

7. Enforcement and sanctions

Any breach of this Code of Conduct will be punished in accordance with the relevant provisions under employment law. The right to consult state investigating bodies is also reserved if there are indications of conduct that is punishable under criminal law.

8. Point of contact

Employees must contact their line manager if they become aware of actions that could be in breach of the provisions of this Code, internal regulations or other laws or ordinances. If in doubt, the next higher-level line manager or HR should be informed.

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