

This Code describes the principles and practices of Cornexo GmbH, which all our employees as well as business partners respect and follow.

The code forms the basis for the working relationships with our employees. In addition to compliance with laws and guidelines regarding ethical and social standards, responsibility towards the environment is an important component.

## **Compliance with laws**

Cornexo GmbH complies with all applicable national and European laws. This is also expected from our suppliers.

All our processes should be transparent and comprehensible for everyone in the company as well as outside.

## **Working conditions**

Our employees are the most valuable asset for the future of our company, therefore investments in the training of our employees are important. We strive to find a balance between the economic interests of our company on the one hand and the interests of our employees on the other. In this way, we want to contribute to increasing the satisfaction and motivation of our employees and thus the performance of the company.

We comply with German legislation, and we also do not accept child or forced labor.

### **No discrimination**

We do not discriminate against anyone on the basis of gender, age, religion, skin color, disability, social background, ethnic origin, nationality, political opinion, sexual orientation or other personal characteristics. We see this diversity as an enrichment that should be encouraged and respected. Respect for human rights is an integral part of the company's corporate responsibility.

### **Freedom of association**

We respect the right of our employees to form and join trade unions and to engage in collective bargaining. Irrespective of this, employees are always free to voice their concerns directly.

### **Compensation**

We guarantee fair and performance-oriented remuneration.

### **Health and occupational safety**

We continuously improve the working conditions of our employees. Occupational safety is always our top priority.

## Environment

Our ambition is to act sustainably: The environmental impact is to be reduced to a minimum and environmental protection is to be continuously improved. By continuously modernizing our production facilities, we want to achieve a continuous reduction in the use of primary energy per ton of milled corn, thus reducing CO<sub>2</sub>- emissions.

## Suppliers

We prefer to work with suppliers from Germany, or at least from the EU, Switzerland, Norway and the UK, to ensure that ethical standards are met.

## Bribery and Corruption

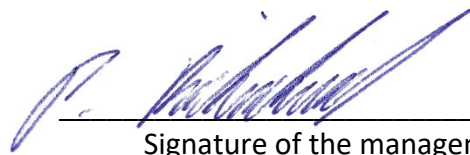
We maintain integrity in our dealings with others and expect that business partners also observe the relevant legal requirements. We are committed to fair competition.

Our employees do not accept gifts worth more than 20 €.

## Information and data protection

We comply with applicable laws and regulations when collecting, storing, processing or transferring personal data and information.

If violations of our corporate code are observed, these can be sent anonymously to the following email address: [anonym@cornexo.de](mailto:anonym@cornexo.de)



Signature of the management

of CORNEXO GmbH