

Corporate and quality policy guidelines of Brückner-Werke KG and Farmgold-Vertriebs GmbH

The guidelines of our corporate and quality policy serve as an orientation for us and are considered as Guideline for our company, our employees.

We, as company management, are committed to providing all necessary resources for the establishment, implementation, maintenance, updating, and continuous improvement of the FSMS. This includes providing the resources needed to implement the guidelines and to set up and maintain the necessary infrastructure and working environment.

Our employees are the most important potential to realise our corporate and quality policy. Only qualified, i.e. motivated, informed and trained employees can produce quality. Particularly employees with leadership responsibilities should be exemplary in their behaviour, communication and motivation to work towards the qualification and motivation of the employees.

No employee will be favoured or disadvantaged regardless of gender, seniority, age, nationality, religion, race or disability or infirmity. Our house is against any form the exploitation of children. Our company does not employ children who have not completed compulsory education. have not yet fulfilled.

We support the prudent use of ecological resources. We see environmentally friendly business practices as an element of management and make investments with sustainability in mind wherever possible. Protecting the environment and using resources responsibly are important to us. This also includes the prudent handling of waste. This is based on the avoidance of unnecessary waste as well as recycling and proper disposal. In particular, we want to actively contribute to the prevention of food waste and avoidable food losses. The use of qualified personnel, compliance with standardized processes and cooperation with trustworthy and reliable suppliers are key to this.

Through training, further education and information **oriented to the requirements of the respective workplace,** we work on the continuous development and qualification of our employees. Recurring training courses, appropriate management and employment conditions ensure sustainable implementation and the corresponding awareness. Our main goal is to work economically, environmentally and safely, enabling our company to maintain jobs and generate profits.

The principle of ethical business is very important to our company. It means for us that neither corruption, extortion or embezzlement nor any form of bribery of tolerated by us.

Personal data (including data of employees, business partners, customers and consumers within their sphere of influence) are collected, used and processed by us with reasonable care. This is done in accordance with legislation and legal requirements relating to data protection and information security.

We place particular emphasis on improving food safety, complying with the product quality and legality as well as increasing consumer protection. We offer this in the same extent to our QS feed customers and guarantee constant feed safety. Through intensive dialogue with our customers, we identify their specific requirements. We make this possible by establishing and maintaining a close relationship with our customers based on partnership, to whom we make our knowledge and experience available.

We provide our customers with products and services of the quality that we have agreed with them. We define quality for us as "the customer's requirement for the quality". We create the prerequisite for this by procuring the necessary raw materials, consumables and supplies in the quality that enables us to produce with our resources according to the customer's requirements. Our suppliers contribute a great deal to ensuring that our products meet the requirements of our customers. We therefore only work with suppliers whose products and services enable us to meet the quality requirements of our customers. For our company, the responsible handling of agricultural products and raw materials as well as a fair way of dealing with business partners is an important basis.

By certifying our quality management systems, we want to strengthen the confidence of our customers in our quality capability and thus increase our competitiveness. Internally, our QM system helps our employees to achieve the company's quality goals through clearly defined procedures, responsibilities and competences.

With regard to food quality and food safety, we want to raise the awareness of all employees working in the company even more intensively in future and encourage them to participate. This means that every employee must recognise weaknesses and report them. In this context, employees are provided with various communication options to make suggestions to higher-level authorities.

The existing food safety concept, which has so far been based primarily on the maintenance and implementation of the HACCP concept and on the continuous training and sensitisation of employees, is thus being expanded into a living food safety culture. The fundamental aim is to further strengthen the sense of responsibility in all areas of the company with regard to the safety and quality of the food produced and to achieve active and continuous improvement.

We do everything in our power to ensure that our corporate and quality policy guidelines, our principles and values are adhered to and implemented by us. Our goal for the future is to continue to improve.

Furthermore, the Code of Conduct of Brückner-Werke KG is applied within the group of companies and is also binding for all our suppliers! Because, of course, we also attach a great deal of importance to ensuring that not only all employees of our company, but also all those involved in the supply chain before us adhere to these guidelines. You can find the Code of Conduct for our suppliers on our website <https://brueckner-werke.de/> under "Downloads".

*For reasons of easier readability, no gender-specific differentiation is made.
Corresponding terms apply to all genders (m/f/d) for the purpose of equal treatment.*



Thomas Brückner
(Managing Director)



Dr Karl-Ulrich Schellhaas
(Managing Director)