

Introduction

As an efficient and forward-looking Swiss family business, Louis Ditzler AG (hereinafter called LDAG) is committed to a legally compliant, socially responsible and sustainable corporate policy. In implementing our policy and objectives we rely on our suppliers as strong, trusted partners who endorse the same values.

This Code of conduct is intended as a guideline on ethics, legal compliance, social responsibility, sustainability and quality, which LDAG espouses and which forms the basis of its everyday actions.

When we enter into a business relationship, we expect our suppliers to adhere to this Code of conduct, to inform their employees, agents, subcontractors and suppliers of its content and to encourage them to secure it.

Ethics (including Business Ethics) and social integrity

We expect our business partners to accept their social responsibility by committing to fair working conditions. Economic success is founded on a solid, ethical and social partnership with all stakeholders.

Legal compliance and anti-corruption attitude

The latest versions of the relevant national and international laws and regulations, including the International Labour Conventions (ILO Standards) and relevant sector standards, must be observed.

Employment relationships

Employees' basic- and human rights as well as their dignity are recognized and observed. Forced labour and child labour must not be tolerated in any form. Discrimination, harassment and bullying are prohibited.

The prevailing employment relationships must conform to the relevant legislation. Any obligation concerning a regular employment relationship shall not be circumvented or restricted by other forms of employment. Working hours and remuneration comply with the prevailing legal and standard sector practices. We expect possibility of collective bargaining and freedom of assembly for all employees.

Health and safety at the workplace

All employees' working environment and conditions satisfy basic hygiene and safety requirements, including, for example, access to sanitary facilities and drinking water, emergency medical aid, necessary protective measures at the workplace, appropriate light and ventilation and, if relevant, suitable clean accommodation that meets employees' basic needs.

Safety and hygiene measures reflect the current state-of-the-art and known hazards and risks. Every effort is made to actively prevent accidents and injurious health effects in the work environment.

Environment and sustainability

We expect our partners to act and do business in an environmentally conscious manner. The relevant legal requirements must be satisfied. We regard ongoing efficiency enhancement, resource conservation and the reduction of environmental pollution as key objectives.

Agricultural businesses should endeavour to obtain certification to GlobalGAP/ SwissGAP standards, or should at least observe the following requirements:

- Legal requirements on the use, storage and disposal of hazardous substances: users must possess adequate knowledge. Containers must be adequately and unambiguously labelled. Access to storage areas is regulated and documented.
- Information about maximum permissible residual quantities of crop protection products is documented. Checks are carried out at least once a year and include all crop protection products used and all post-harvesting processes.
- The Fertilizer regulation is observed. Fertilizers are stored separately from human food products, animal feedstuffs and animals.
- The ban on spreading sewage sludge, fertilizers containing sewage sludge and domestic wastewater is observed.
- Untreated wastewater is not used during the manufacturing process.
- Records of the following are kept in the field database: crop and crop rotation, sowing and cultivation, fertilization, crop protection and irrigation.

The complete traceability of the harvested and manufactured products is ensured. Hygiene guidelines are implemented and a system for verifying implementation is in place. Delivered products, ingredients, additives and other processing aids are not genetically modified.

Quality and certification

Our mindset and actions are shaped by the highest quality standards and continuous improvement. Accordingly, we abide by recognized international standards and demonstrate this commitment by means of corresponding certificates. We also encourage our partners to develop quality, environmental and occupational safety management systems.

Specifically agreed product or service requirements are always binding. Where storage, transport or other production operations are outsourced, steps must be taken to ensure that quality and hygiene standards are observed.

General

LDAG assumes that once its Supplier Code of Conduct has been communicated to suppliers it will be implicitly acknowledged and observed by them. Any objections or known infringements must be reported to LDAG immediately and in writing (to scm@ditzler.ch). The corrective measures should be reported with the same message or as soon as they are defined.

We strive to maintain a partnership-based exchange with our suppliers and to continuously improve together. We reserve the right to carry out supplier audits. In cases of occurring non-conformities, for which no solution can be found, LDAG reserves the right to dissolve the cooperation.

Louis Ditzler AG
www.ditzler.ch

Version: 03.10.2023