



DR. ECKEL
creative solutions

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DR. ECKEL CODE OF CONDUCT

for business partners 2023

Our purpose

Dr. Eckel Animal Nutrition is all about innovative feed additives made in Germany. As a value-driven family business, we believe in our brand and values: responsibility, excellence and pioneering spirit.



What sets our products apart is the combination of innovation and quality. Our customers value our solutions for profitable animal nutrition. These promote animal welfare and enable our customers to achieve long-term success. This is how we contribute sustainably to global nutrition.

Code of conduct

We can only achieve success in unison with our corporate partners. Therefore, we focus on long-term and sustainable relationships and a clear set of conditions for our collaboration.

This code of conduct stipulates the underlying principles for this collaboration, addressing the issues of sustainability, compliance and integrity. We will only collaborate with companies that commit to and adhere to the standards set out in this code of conduct.

In this document, »business partner« refers to all companies, organisations and individuals who have a business relationship with Dr. Eckel Animal Nutrition.



Laws and regulations



Business partners must be in possession of a licence issued by the competent government authorities (if necessary), authorising them to conduct their business. Should evidence of a valid operating licence be missing or the licence be lost, the company shall be precluded from being an approved supplier.

Corporate partners shall be obliged to comply with trade sanctions and regulations applicable to them. Dr. Eckel shall not accept materials or services from any person, company, government or country that violates applicable sanctions. Corruption shall not be tolerated. Corporate partners shall not be involved in any form of graft, bribe or agency payments.

Our corporate partners must compete fairly and comply with antitrust and competition laws in the countries in which they operate. Corporate partners shall not enter into illegal agreements or engage in practices such as price fixing, market sharing or abuse of a dominant market position.

We expect our corporate partners to disclose any potential conflict of interest immediately before entering into a business relationship and/or in the course of the business relationship with Dr. Eckel.

In no circumstances shall our corporate partners provide political parties or candidates with financial or other support in order to influence transactions with or for Dr. Eckel. The involvement of government officials in the company shall be disclosed.

Our corporate partners shall be obliged to comply with the relevant data protection and information security laws and regulations when collecting, processing, storing, transmitting and erasing personal data. Similarly, corporate partners shall be required to meet the reasonable expectations of all stakeholders with regard to data protection and to ensure an appropriate level of data security.

Our corporate partners shall be subject to the laws and regulations of the country or region that governs their business activities.



Human rights



Our corporate partners shall act in accordance with internationally recognised standards of conduct and comply with all laws and regulations applicable in their country or region, particularly with regard to minimum wages, appropriate remuneration, working time regulations and equal opportunities (including sexual harassment, discrimination and property rights).

Our corporate partners shall undertake to prohibit child labour and to comply with the laws on the protection of children and young people in accordance with the Minimum Age Convention (No. 138) of the International Labour Organization (ILO).

We expect that our corporate partners shall not employ prisoners, forced or compulsory labourers as set out in the ILO's Forced Labour Convention (No. 29), and shall not use corporal punishment or other forms of psychological or physical coercion to discipline them.

Corporate partners shall respect and support workers' freedom of association and their right to join a trade union, within the limits of applicable laws.

Labour practices

Our corporate partners shall be committed to providing adequate working conditions and to having a health and safety policy that is freely available to all employees, to the extent required by local laws.

Corporate partners shall always strive to prevent accidents and minimise risk.

Similarly, corporate partners shall ensure a safe working environment that is free from harassment and disrespectful behaviour.

Quality and long-term success
depend on safe and good working conditions.



The environment



Our corporate partners shall be committed to and comply with all relevant environmental laws and regulations of their country.

They shall commit to ensuring that resources be used efficiently and sustainably, and strive to minimise any negative impacts on biodiversity, climate change and water scarcity.

Corporate partners shall handle waste responsibly and use measures to reduce, reuse or recycle waste wherever possible.

Corporate partners shall work responsibly with the communities in which they operate, minimise the impact of the company's operations on these communities and implement procedures to control the said impact.

Product safety

All products and services supplied to Dr. Eckel must be safe for their intended use and labelled accordingly. Any contamination, deviations and potential hazards discovered subsequently must be reported to Dr. Eckel immediately.

Documentation

Corporate partners shall be required to keep accurate, complete and current records of their business activities with Dr. Eckel. These records must be kept in accordance with applicable laws.

Responsibility for the supply chain

Our corporate partners shall ensure that the provisions of this code of conduct, including applicable addenda, are communicated and complied with by their respective suppliers and partners.



Collaboration



Dr. Eckel considers this code of conduct to be the basis for a constructive collaboration and the prerequisite for a successful and sustainable business relationship.

We expect our corporate partners to actively address and mitigate any activities that are not compliant with this code of conduct.

Corporate partners shall grant Dr. Eckel the right to audit the corporate partners' compliance with the requirements set forth in this code during business hours and with reasonable prior notice, and agree to provide Dr. Eckel and any consultants we may engage with all reasonable assistance to obtain the necessary information during the said audit.

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