Code of conduct

unique land use

preamble

This Code of Conduct provides binding rules of conduct for Unique works AG, its subsidiaries (hereinafter referred to as Unique), and for all its employees.

Unique is a globally active group of companies working on sustainable land use with a focus on forestry and agriculture. The company is committed to its corporate social responsibility worldwide. In particular, Unique bears responsibility towards its stakeholders - employees, customers, suppliers, and shareholders - and the environment within the scope of all its business activities.

Unique is committed to the following principles.

i. general principles

Basic understanding

In line with Unique's corporate strategy, all Unique companies contribute to:

- Climate change, resource management, and biodiversity protection,
- Securing the economic sustainability of agriculture and forestry, and
- Creating well-paid jobs, particularly in rural areas.

Essential guiding principles for Unique's actions are:

Law and regulation

Unique commits to full compliance with national laws and other relevant provisions of the in countries where it has business activities. Business partners are to be treated fairly in the spirit of partnership and good faith. Contractual obligations shall be observed, taking into account reasonableness when general framework conditions change.

Unique complies with all applicable laws that protect and promote competition, in particular antitrust laws.

Values and principles

Unique's work is made possible through cooperative, trusting, and respectful working relationships within the company and with our partner companies and organizations. Unique bases its actions on ethical values and principles, in particular integrity,, respect for human dignity, transparency, and non-discrimination with regard to religion, ideology, gender, and ethnicity or other identities. Unique rejects corruption and bribery and promotes transparency, accountability, and responsible leadership.

ii. principles of corporate and social responsibility

Human rights

Unique respects and supports the internationally recognized human rights as laid down in the Universal Declaration of Human Rights of the United Nations.

Environment and climate protection

Unique is committed to the goal of protecting the biosphere for present and future generations. Unique is expressly committed to the 2-degree target set by international climate agreements and actively supports its achievement with its know-how and experience. Many of Unique's projects actively contribute to climate protection.

Social responsibility

Social responsibility is part of our understanding of sustainability and a guiding principle for the work of Unique. This applies to our employment conditions and to cooperation with suppliers and customers.

Prohibition of discrimination

Unique rejects any form of discrimination. Employees are assessed and promoted exclusively according to their abilities and performance. Applicants receive full equality of opportunity. Unique is committed to taking appropriate and preventive measures to protect against discri-mination.

All employees have a right to fair, courteous, and respectful treatment by supervisors and colleagues.

Health and safety at work

Unique promotes occupational health and safety in the workplace in compliance with national provisions. In order to prevent accidents and personal injury, Unique provides safe and healthy working conditions that, at a minimum, meet the applicable legal requirements. Unique supports continuous development to improve the working environment.

Working hours and remuneration

Unique complies with applicable labor standards with regard to the maximum permissible working hours and compensation.

Compensation, including wages, overtime, and fringe benefits are equal to or greater than the minimum amount specified in applicable law.

Child labor and forced labor

Unique does not accept any form of child or forced labor. Should child or forced labor be discovered in any direct or indirect connection to the company, such as related to the work of a supplier, this situation will be immediately addressed.

iii. corporate culture and professional conduct

Corporate culture

Unique promotes constructive cooperation among employees as the basis for achieving the best results. Transparency in decision making and an open approach to making mistakes contribute to good cooperation.

Unique promotes an active workforce and supports a sense of ownership and personal responsibility among its employees. Unique recognizes the diversity of its employees' talents and creates the opportunity for everyone to contribute and realize their full potential.

Managers act as role models and, as such, they should cultivate a leadership style based on partnership.

Equal opportunities and equal access to professional development apply to all Unique employees.

Professional standards

Unique expects all employees to act according to the highest professional standards at all times. In this context, new ideas and solutions are continuously discussed and developed.

Confidentiality

Unique undertakes to maintain privacy with regard to all internal confidential matters as well as with regard to all confidential information concerning business partners. Confidential information is protected against unauthorized disclosure to third parties, including family members. Confidential matters are all those which are specifically identified as such or those of which it is reasonable to assume are not public knowledge and are not intended to be made public.

Knowledge of internal and confidential matters is used exclusively for operational purposes. Confidential information is also disclosed within the company only to those employees who need it to perform their duties.

Likewise, Unique protects personal data that arise in the course of professional activities. Employees are obligated to take reasonable measures to ensure data protection. Unique's requirements in this regard must be complied with at all times.

Conflicts of interest

In dealings with business partners and government institutions, the interests of the company and the private interests of employees are strictly separated. Decisions are made free of extraneous considerations and personal interests. If in any situation where conflict of interest is identified or suspected, or if personal relationships exist between contractual partners or competitors, employees will inform their supervisors.

Unique maintains a proactive and transparent approach towards partners, customers, and suppliers regarding possible conflicts of interest and ways to handle them.

iv. behavior in competition

Ban on corruption

The management and employees of the company may not offer, promise, demand, grant, or accept any benefits (gifts, payments, invitations, or other advantages) that are granted with the intention of unfairly influencing business conduct or where there is a risk of jeopardizing the professional independence of the business partner. Unique always rejects the granting or acceptance of cash or payment equivalents (vouchers). Gifts and invitations that fall within the scope of customary business hospitality, custom, and courtesy are permissible.

Special caution is required in the case of public officials because of the high risk of punishment. Contributions to public officials must always be agreed with the management to ensure compliance with the applicable laws.

All Unique employees receive training to deal appropriately with this sensitive issue.

Ban on cartels

Unique is committed to fair competition and complies with the laws and rules protecting competition.

Employees do not exchange competition-relevant information (e.g., about customer relationships, tenders, prices, calculations, capacities, or planning) with competitors.

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