



Detry  Food Group



CODE OF GOVERNANCE

BUSINESS MANAGEMENT

THE TEN PRINCIPLES OF CONSUMER BUSINESS MANAGEMENT

Consumers

1. Nutrition, health and well-being

Our priority is to improve the quality of life of consumers at all times and in all places by offering a range of healthier and tastier food products and by promoting a healthy lifestyle.

We want the consumer to be able to enjoy quality delicatessen products with a '+' in collaboration with our partners and with respect for our planet.

2. Quality Assurance and Product Safety

The Aubel brand and Polca range are a guarantee of a healthy and quality product for the consumer.

3. Communication with consumers

We advocate responsible and reliable communication with consumers to enable them to exercise their right to make an enlightened choice while promoting healthier food. We respect the privacy of consumers.

Human Rights and Labour Practices

4. Human Rights in our business activities

We fully support the guiding principles of the United Nations Global Compact (UNGC) on human rights and labour, and we strive to provide an example of good practice in this area throughout our business activities.

Our Collaborators

5. Leadership and individual responsibility

Our success is based on our collaborators. We treat each other with respect and dignity and expect everyone to foster a sense of individual responsibility. We recruit competent and motivated people who respect our values, we give them equal opportunities for development and promotion, we protect their privacy and we do not tolerate any form of harassment or discrimination.

6. Health and Safety at Work

We seek to prevent accidents, injuries and occupational diseases, and to protect our employees, subcontractors and other parties involved in the value chain.

Suppliers and Customers

7. Relations with suppliers and customers

We demand honesty, integrity and fairness from our suppliers, agents, subcontractors and their employees and expect them to meet the standards we have set in a non-negotiable way. We are equally committed to our own customers.

8. Agriculture and rural development

We contribute to the improvement of agricultural production, of the socio-economic conditions of farmers as well as production systems in order to increase their environmental sustainability.

9. Environmental sustainability

We are committed to environmentally sustainable practices. Throughout the life cycle of our products, we strive to use natural resources efficiently and promote the use of sustainably managed renewable resources, with the goal of reducing waste to zero.

10. Water

We are committed to a sustainable use of water resources and to the continuous improvement of water management. We are aware that the world is facing a growing water supply challenge and that responsible management of the world's water supply by all consumers is an absolute necessity.

Audits

Polca's Governance Principles are at the heart of our corporate culture. They are mandatory for all managers and employees and are integrated into business planning, audits and performance reviews.

They are related to certain policies and codes of reference in which the compliance procedures are defined.

Polca's compliance with the Corporate Governance Principles is regularly monitored by our internal auditors. Compliance with the principles related to human resources, safety, health, environment and integrity in business relationships is also assessed.



Detry  **Food Group**

www.detryfoodgroup.com

Detry
Charcuterie

Bel Ardenne
Salaison

Polca
Pâté

D-TRANS
Logistics