



SOJAPROTEIN

Code of conduct

❖ Raw material

Sojaprotein DOO sources soybean from approved suppliers. The soybean we use is grown in Serbia on agricultural fields, with no deforestation being performed. The soybean we use is exclusively NON GMO with the GMO control being performed throughout the whole period from the very start of growth, and this is being guaranteed for by the IP certificate.

❖ Employees

The labour relations in Sojaprotein, including labour conditions, are in full compliance with the Serbian Labour Law and subsequently in accordance with ILO Conventions. Labor is a free choice and employees are offered acceptable employment conditions as to salary, work and time off. Salary is being paid on regular basis and on time. The employees are entitled to employment contracts. Employees have the right to form and join unions and collective bargaining. There are no obstacles to employees being represented by unions, workers groups, committees or similar mechanisms for negotiation management. Employees are entitled to legally stipulated holidays and other time off, as well as necessary absence due to illness, without any type of negative repercussions. We do not use forced labor, involuntary or unsalaried work in any form. We do not use or support corporal punishment, mental or physical coercion and/or verbal abuse. We recruit, hire and promote employees based on competence required for the work to be done.

❖ Work environment

The employees have safe work environment, which does not threaten their health, where accidents are reduced to minimum and with sufficient access to potable water, sanitation facilities and essential protective equipment. Safety of each work position is determined by Risk assessment of workplaces.

In order to maintain permanent improvement of the system for occupational health and safety management, we established a system in line with the ISO 45001 standard.

❖ Children labor

We do not use children as workers. The minimum age for employment, according to ILO conventions and local legislation, is 15 years. We do not employ workers under the age of 18.

❖ Discrimination

We treat employees equally and all workers have the same rights and opportunities. Any abuse or discrimination is not tolerated (e.g. discrimination regarding: race, colour of skin, sex, age, language, religion, political belief or other points of view, nationality, social class or other statuses).

❖ Working hours

We respect the working hours established by the national legislations.



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❖ Environment protection

We protect the environment by determining all environmental aspects, reducing or eliminating the pollution of environment, implementing internal regulations of environment protection, educating and stimulating employees to preventive actions, saving resources and energy, reducing the use of harmful materials and quantities of hazardous waste and continual improvement. We ensure responsibility of our business by protecting the environment and by preserving it for future generations. We have implemented the environmental management system according to ISO 14001.

❖ Quality system

We produce healthy and safe products from non-genetically modified soybean. We established the Quality Management System in line with the requirements of the ISO 9001 standard, a system of product safety in line with the HACCP and FSSC 22000 requirements. The production of feed materials is in accordance with the GMP+B2 standard. We also meet Kosher and Halal requirements.

We are a member of Danube Soy Association which promotes GM-free production and sustainability.

❖ Business practice

Sojaprotein conducts its business respecting all the applicable laws and regulations, both in Serbia and in all the other countries that it operates in.

In all its activities, Sojaprotein never, neither directly nor through intermediaries, offers or promises any personal or improper advantage in order to obtain or retain a business or other advantage from a third Party, whether public or private. It is against our beliefs and business rules to accept any such advantage in return for any preferential treatment of a third Party.

We are a member of SEDEX organization, which is dedicated to driving improvements in responsible and ethical business practices in global supply chains.

Bečej, January 2021.

General Manager

Marko Abramović