

**We are
Responsible**

2022



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2022**

Company Registration No.: 26185610

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The logo consists of the word "AGROFERT" in a bold, sans-serif font. The letter "O" is replaced by a stylized circular icon composed of several parallel diagonal lines.

Our Values

Sustainability

Agriculture has always been an industry handed down from generation to generation, and it has always been approached as such. We continue to honour this approach today and take a sustainable approach to the other industries in which we operate.

Responsibility

We are responsible to the people who work for us, the places and countries where we operate and the environment from which we draw our resources. By producing food locally we are an integral part of the places and countries where we operate.

Fairness

We always act ethically, fairly and morally. We abide by laws and agreements and our word is trusted.

Ecology

It is not only in agriculture and forestry that we are in close contact with nature every day. We are aware that we only have one planet and we cannot do without its resources. Safety and minimising the environmental impact of industries such as the chemical industry are our priority.

Tradition

Although we use the latest technology, we recognise that we are in traditional industries and approach them with respect and humility.





Contents

We are responsible

<u>to our planet</u>	04
<u>to the countries where we operate</u>	08
<u>to the places where we operate</u>	12
<u>to our employees</u>	16



We have been
responsible to our
planet for 29 years

In the last 10 years alone
we have invested

CZK **13.5** billion

in the environmental
sustainability of our
operations

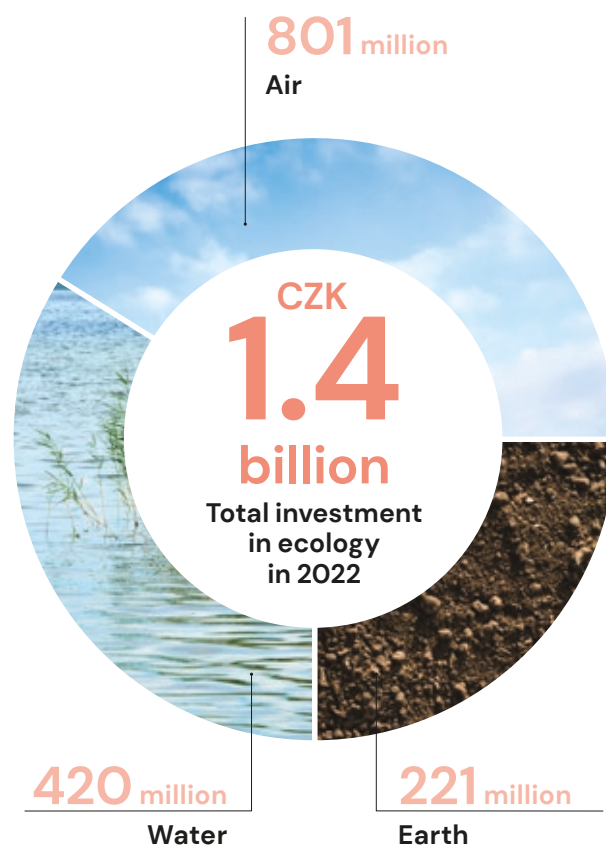
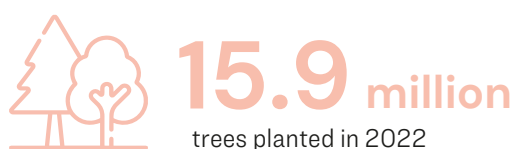
Responsibility to our planet is part of the Agrofert culture

Our business is based on responsible management of natural resources. The history of some of our companies goes back more than a century, and we do business knowing that generations after us will live and work on this planet.

Without good quality soil, sufficient clean water and a favourable environment, we could not grow crops in the fields, keep animals in stables or produce food. A healthy forest gives us timber for our forestry and timber industry, and we need other raw materials for our chemical industry and other industries. We value these natural resources, and our respect for them is part of every decision we make.

We invest in the ecology of our operations

Responsible environmental behaviour always starts with the core production activity of each company. No industry can completely avoid negative impacts on nature. We are aware of this, which is why we always strive to keep them as low as possible. In 2022, we invested more than CZK 1.4 billion in the ecology of our operations.



72.4 million
Renovation of the CHÚV condensate line – DEZA



22.8 million
Sulphur oxide scrubber – PRECHEZA



50.1 million
Forest nurseries Cikar and Drmaly – UNILES

Selected investments in 2022.

When nature thrives, so do our fields

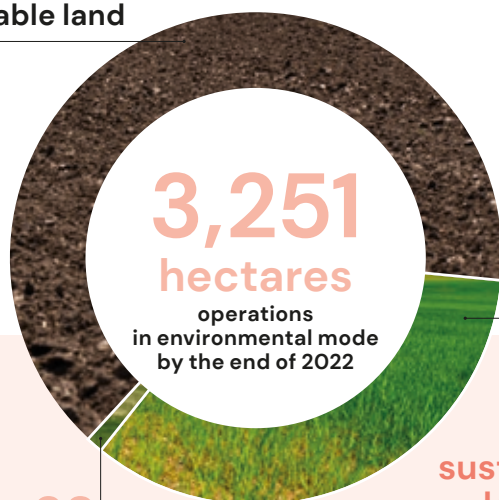
As good stewards we recognise that our results are directly dependent on a healthy environment. Agrofert is respectful of the soil, water resources, air and landscape as a whole. We regularly rotate the crops that we grow in our fields, and we practice coppicing. We also plant millions of new trees every year.

Digital technology is an invaluable tool for us. Computers in conjunction with GPS navigation and satellite imagery can efficiently determine the correct dosage and precise application of fertilisers and crop protection products. In this way we are gradually reducing the amount of agrochemicals we use and thus the environmental impact of agricultural production.

We are the largest agricultural and food group in the Czech Republic and Slovakia. We consider it our commitment to ensure that there is enough quality food on the market. At the same time we expand the number of hectares we farm under the environmentally sustainable farming regime each year. By the end of 2022, it was already 3,251 hectares. We plan to more than double this to 7,057 hectares in 2023.

Our first farm went into environmental mode in 2011, elements of precision farming are common practice for us. We have invested more than CZK 100 million over 11 years in precision farming, which allows us to use less fertiliser in a better targeted way, for example.

2,637 hectares
Arable land



39 hectares
Other cultures

Let's take a look at our company AGD Kačice. Its friendly and sustainable approach to agriculture is built on state-of-the-art technology and the passion of its employees. The company farms 3,100 ha and, in addition to crop production, also deals with livestock

production. Approximately 100 ha of the total agricultural area is meadows, around 1,200 to 1,400 ha is occupied by winter wheat, 500 to 600 ha belongs to winter rape, 400 ha to spring barley, up to 200 ha is sown with maize and around 130 ha with poppies; other crops include two varieties of peas, purple tansy and clover.

Confirmed

Regularly assessed by independent auditors



AGRO Přešovice
from the NAVOS sub-holding won the Farmer of the Year 2022 award in the South Moravia region.



7,057 hectares

Schedule of operations in environmental mode in 2023

What does sustainable agriculture look like in practice?



Responsible management of raw materials

We value our planet and evaluate whether each input is really necessary. With every innovation the “kilos go down”. In the case of our food producers we can talk about tonnes.

OLMA Dairy is constantly looking for new ways to make their products more environmentally friendly. With the new cup of the popular Pierot yoghurt, the amount of plastic use has been reduced by 2.8 grams while maintaining its properties and volume. Annually, 92 tonnes of material are saved, of which 45 tonnes are plastics. Thanks to the redesign and the change in production technology, a considerable volume of transported material has been saved. Previously, a lorry could hold 117,612 cups. Now it can hold 620,136 cups. The carbon footprint of transport has thus been reduced by an enormous 80%! All these changes will save 130 tonnes of CO₂ per year.



OLMA, together with the plastic packaging manufacturer Greiner Packaging Slušovice, decided to innovate, leading to a more sustainable approach to production. The cup began to be produced using a different technology. Instead of injection moulding, vacuum forming technology began to be used.

At AGROFERT, plastic savings are being made across the food sector. Another example is the HLINSKO DAIRY, which has saved more than 14,000 tonnes of plastic film over the last five years thanks to the introduction of new technologies.

Recycled plastic

Plastic producers are also working to reduce plastic consumption. In 2015, FATRA, a traditional Czech plastics processor, expanded its production capabilities by processing internal and external plastic waste on a new regranulation line. Since 2015 it has recycled more than 20,000 tonnes of plastic waste.



Lower transport emissions

We are proud that our products also help to reduce the environmental impact of passenger and freight transport. By producing

AdBlue, we contribute to minimising emissions from internal combustion engines.

We stand by our global commitment

The Green Deal is a plan to ensure sustainability in the European Union's economy. That is why we are also working in our expert groups on how to contribute to this commitment. A working group has been set up within the Group to prepare an overview of the measures needed to reduce CO₂ emissions by up to 55% by 2030 compared to 1990, and it is also working on circular economy projects and carbon neutrality by 2050 for each Group company.

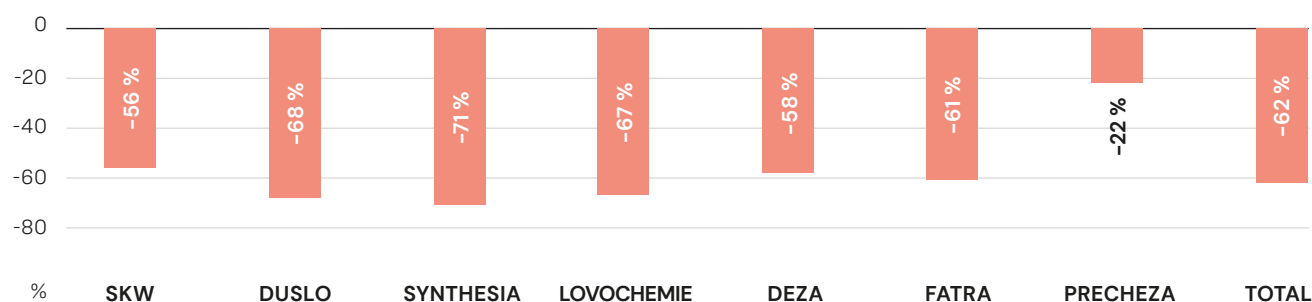
Generation II biofuels in Primagra

Phase II of the esterification line for the production of methyl ester from used cooking oil (UCO) was completed in 2022.

This technology makes it possible to produce so-called advanced biofuels (second generation) from up to 100% of waste that would otherwise end up without further use.



Planned reduction of CO₂ emissions in selected Group companies



■ Forecast 2030/1990

A black and white photograph of a middle-aged man with a slight smile, wearing a white V-neck t-shirt, white trousers, and a white hairnet. He is sitting on a wooden floor in a factory or industrial setting, with large machinery and pipes visible in the background. An orange semi-transparent banner is overlaid on the top left, and another orange semi-transparent box is in the bottom left containing text.

We are responsible to the countries where we operate

CZK **60.5** billion

That's how much we have
paid in taxes and levies
over the last 10 years
in the countries where
we do business.

Responsibility to the countries where we operate is part of our business

In 29 years we have managed to build the largest Czech and Slovak agricultural and food groups and become a major producer of nitrogen fertilisers in Europe. We are thus not only one of the most important players in the Central European agricultural, food and chemical markets, but we also reach into other sectors and regions. The AGROFERT Group operates in 15 countries. For us these countries not only represent important locations for our business, but above all places with which we are connected and for which we feel responsible.

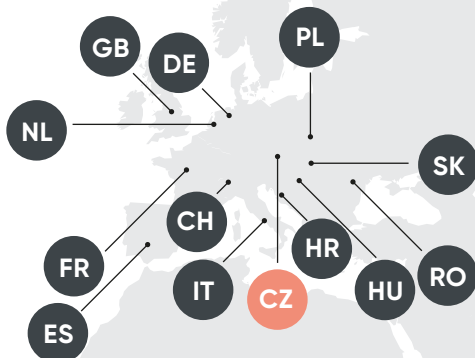
We are part of a community of Europe's leading companies. We pride ourselves on fair and ethical business practices that always respect the laws of the country where we do business and the European Union. AGROFERT always fulfils its obligations and commitments. We paid a total of CZK 9.4 billion in taxes and levies to the public finances of the countries where we operate in 2022.

CZK 205 billion

That's the total amount we paid in one year to traders and companies in Europe for their products or services.*

We are a reliable partner for 17,508 suppliers in Europe

4,208 traders
8,852 limited liability companies
2,018 joint-stock companies
2,431 other subjects



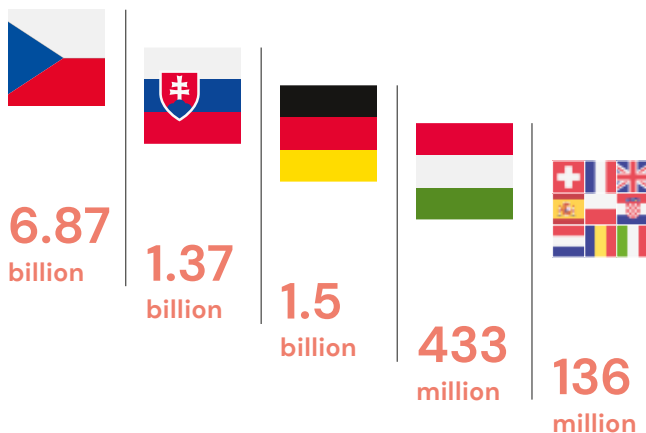
* This data is based on the audited results and financial statements of the AGROFERT Group for 2022.

We put the money we earn back into the development of our companies; we are not in the business to collect subsidies

Over the last 10 years we have invested nearly CZK 110 billion in the development of our companies. Of this, only 4 billion were subsidies. This is less than the amount AGROFERT pays in taxes, social security and health insurance in the Czech Republic in a single year. AGROFERT's investments are not based on subsidies but on long-term sustainable development and growth. Last year we implemented almost 80 large investment projects with a value of more than CZK 20 million.

Among the largest the modernisation of the Vodňanská drůbež slaughterhouse, the construction of a new extractor in PREOL and the expansion of cattle breeding in DZV NOVA deserve mention.

Investments in 2022*



*without financial investments



102 million
ZZN POLABÍ
Construction of a
fertiliser hall



149 million
DZV NOVA
Expansion of cattle
breeding



141 million
LOVOCHEMIE
Increase in calcium
saltpetre production
capacity



186.5 million
PREOL
Renewal of SO 6020
– extraction

2.7 billion

**Agriculture and basic
industry**

707 million

**Equipment and
machinery**

1.7 billion

Food industry



68.4 million
NT KFT.
New deodorisation
column and additional
steam boiler



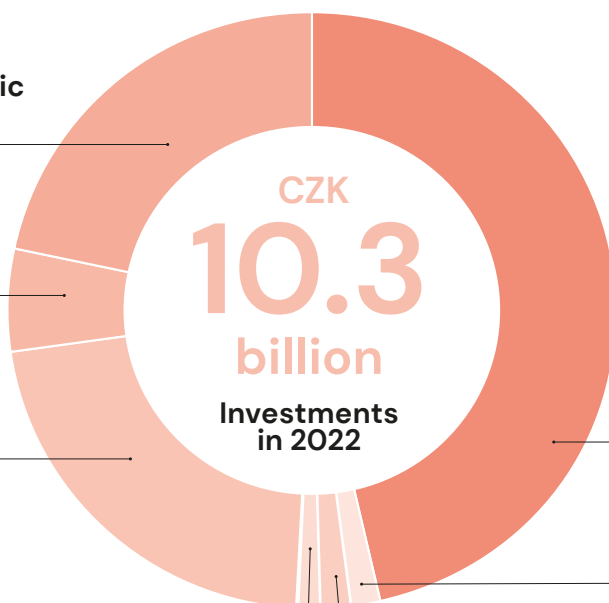
283.5 million
VODŇANSKÁ DRŮBEŽ
New slaughterhouse
in Modřice

115 million
Logistics

64 million
Media



96.1 million
WOTAN FOREST
Modernisation of Solnice's
sheet material division

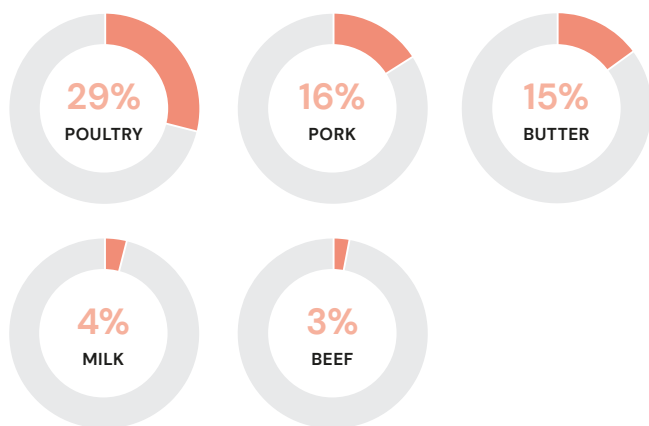


We don't only contribute to food security in the Czech Republic

As the largest agricultural and food group in the Czech Republic, we consider it part of our social responsibility to contribute to ensuring the highest possible food self-sufficiency in our country. We are proud of the fact that, for example, we cover almost 30% of poultry meat production in the Czech Republic. Thanks to the vertical integration of our production, not only in the poultry meat sector, we are able to guarantee the quality and origin of our food. We know exactly what we feed our animals, what our sausages are made of, what is used to bake our bread, and how our yoghurt and butter are made.

Meat from animals on our farms, or flour from grain in our fields, does not need to travel halfway across Europe to our factories, which would create an unnecessary carbon footprint.

Share of AGROFERT in the annual production of the Czech Republic



We support science and research

Our business reflects current and future trends, and through our collaboration with scientific and educational institutions we strive to set these trends. At the same time we invest hundreds of millions of crowns every year in science, research and innovation. We have not only partnered with a number of secondary and higher education institutions throughout the Czech Republic, but also in Slovakia. Partnerships with educational institutions and research institutes are based on long-term relationships, with the most important partner universities being the Czech University of Life Sciences in Prague, Mendel University in Brno, University of Pardubice, University of Chemistry and Technology in Prague, Masaryk University in Brno and the Slovak University of Agriculture in Nitra.

Long-term relationships based on close cooperation also exist between the backbone secondary schools, including the Upper Secondary School of Chemistry Pardubice, the Secondary School of Agriculture Chrudim, the Secondary School of Agriculture Poděbrady and the Secondary School of Agriculture Čáslav. New activities include special targeted education for primary school pupils.

In the places where AGROFERT operates, people can count on the fact that the region will benefit from the value we create there. We are used to developing our operations and investing in them. This is not only true in the Czech Republic and Slovakia, but also in Germany, where we are one of the most important Czech investors.

At the end of October 2022, AGROFERT Deutschland, one of the leading agricultural retailers in the eastern part of Germany, opened a new branch in Drebkau, located south-west of Cottbus.

In line with the motto "From the region for the region", AGROFERT Deutschland wants to create new jobs and further develop agricultural trade here.



ETHANOL ENERGY has installed equipment that has improved the efficiency of the entire operation and improved the quality of the bioethanol produced. A significant benefit of the project is the further reduction of energy consumption in production. The commis-

sioning of the unit has improved the economics of operation and ecology through more efficient use of the so-called off-gases.

At the end of June 2022 we opened newly built housing for 440 dairy cows at the OKOČ-SOKOLEC AGRICULTURAL COOPERATIVE in Slovakia.

The opening ceremony was attended by the Slovak Minister of Agriculture, Samuel Vlčan, in addition to representatives of our company. The new housing took about a year to build and required an investment of EUR 2.4 million. We did not receive any subsidies for this project. One of the basic objectives was to build a better environment for cow keeping. The original building no longer met the latest requirements.





We are responsible
to the places
where we operate

Over

CZK **645** million

This is how much the
AGROFERT Foundation
has distributed among
the needy since its
foundation.

We are a good neighbour

We naturally undertake to support the environment in which we do business. Most of our companies have been associated with the region in which they do business for decades. We are a long-term partner of cultural, sporting and charitable activities. As the Group has grown our ability to help has increased, and more projects are added every year. We take care of both big projects, such as the support for Ukrainians during the Russian aggression last year, and seemingly small things, such as picking up litter in our neighbourhood.

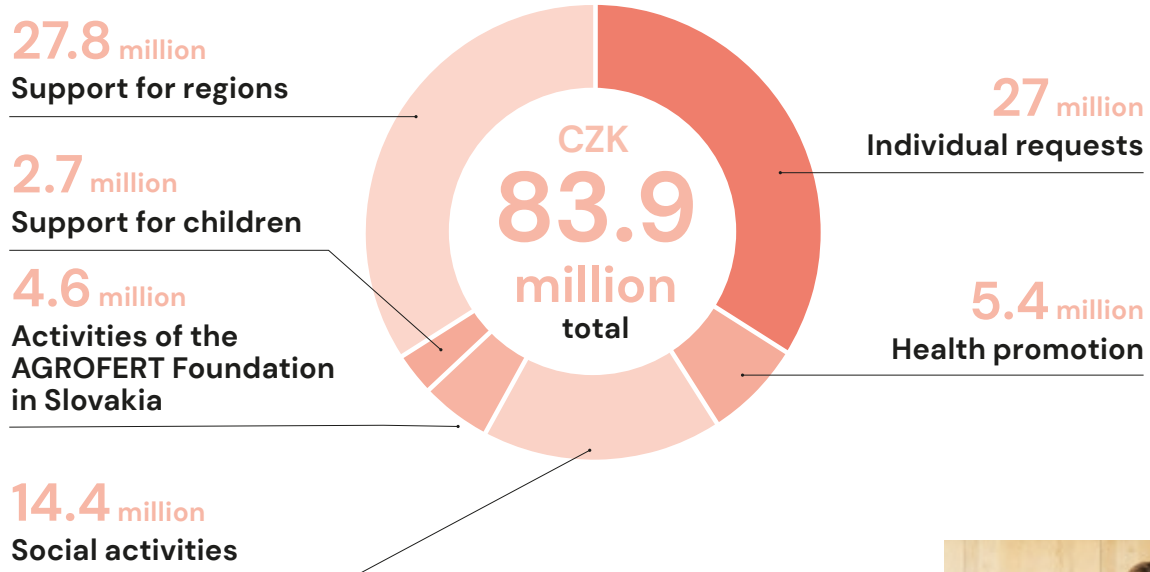
The AGROFERT Foundation takes a heartfelt approach to distribution

Corporate philanthropy is carried out by AGROFERT companies through the AGROFERT Foundation. The main task of the foundation is to distribute money to the needy. It primarily focuses on support for children, social projects, regions, health and general individual requests. The main purpose of our assistance is to lend a helping hand to people when they are trying to get their lives back on track.

And our help is not just financial. Employees of the companies and the foundation also organise various material collections, such as the traditional “Helping Baby Jesus” collection in December.

We appreciate everyone who helps, and the most dedicated colleagues are awarded the Helping with Heart Award every year. During the last year, for example, we have seen great help and personal commitment from individuals who were not indifferent to the fate of war refugees from Ukraine.

Areas supported by the AGROFERT Foundation in 2022

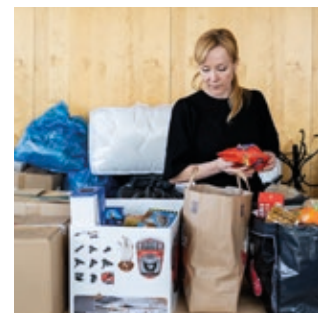


Single parents were also a priority topic in 2022. The **Fund for Single Parents** expanded

during 2022 to include assistance for Ukrainian single parents. In 2022 single parents received a total of **CZK 7,718,406**.

The traditional Christmas collection “**Helping Baby Jesus**” is implemented by the AGROFERT Foundation in cooperation with AGROFERT companies. Its goal is to grant the wishes of children of single parents

and disabled children from complete families who find themselves in financial need. In 2022, with the contribution of the AGROFERT employees, it distributed **480 gifts for 224 children** from all over the Czech Republic.



The Good Neighbour Project promotes nature and health

As part of the Good Neighbour project, the group's employees identify areas where help is needed. Last year we managed to support the Pasíčka rescue station and the Vesna children's hospital in Jánské Lázně.

Through our cooperation with the Pasíčka eco-centre, we are active in ecology and sustainability issues through educational programmes for all age groups. For the second year in a row we have been supporting the Pasíčka Econcertum by creating charity calendars. The calendars were also donated to the children at the Vesna Children's Hospital and to pupils and students from primary and secondary schools that we have been cooperating with for a long time.

Employees of the group are also involved in the assistance effort, taking part in volunteer days organised by AGROFERT headquarters last year, as well as helping families in person or sending money.



We support culture and sports around us

Every year AGROFERT companies mainly channel their funds to support the regions. In 2022 this totalled a record CZK 27 million. In addition, individual companies and their employees have implemented hundreds of local projects. In the field of sports AGROFERT companies are an established partner in a number of disciplines. We support volleyball, tennis and hockey teams.



We also have a close relationship with motor sport. For example, **AGROTEC and AGROFERT are partners of Rally Champion Jan Kopecký.**

CZK 13.3 million

Support of volunteer fire-fighters by the AGROFERT Foundation in 2022.

Traditionally, funds are directed to support volunteer fire-fighters

Volunteer fire-fighters' associations are not just an interest group, but thanks to the diverse activities they carry out they make a significant contribution to the rich life in their immediate surroundings, often in smaller towns and villages. AGROFERT companies also support life in their neighbourhoods, so helping these associations aligns with their priorities. The AGROFERT Foundation supported volunteer fire-fighters with CZK 13.3 million in 2022.

What does support for volunteer fire-fighters look like in practice?



An example is the Nošovice Volunteer Fire Brigade. The mayor, Ms Pačísková, wrote to us: "On behalf of the Nošovice Volunteer Fire Brigade, I would like to thank the AGROFERT Foundation once again for the contribution to the new PS12 fire pump, which will be used by our competition teams. We were eagerly awaiting the new pump and immediately after importing it, our women had their first training session with it and everyone was delighted with both its performance and its beautiful colour scheme. Even the fire attack time was immediately much better. Once again, a huge thank you to all of you, you are great."

Aid to Ukraine

War is above all a human tragedy. Since the outbreak of the conflict in Ukraine in February 2022, our companies have primarily cooperated with People in Need and the Czech Red Cross. We have sent our non-perishable products to Ukraine, including sausages, dairy products, bakery products and medical oxidised cellulose and lignite. Since the second half of March 2022, companies in the Czech Republic have organised many material collections and, at the same time, tried to help refugees on our territory, including providing free accommodation.

In addition to financial and material assistance, we offered jobs, help with legislation and interpretation to Ukrainian refugees. The AGROFERT Foundation has also been significantly involved in this aid.

However, much of the assistance could not be quantified. We pay tribute here to the ETHANOL ENERGY employees in the Central Bohemia region who commuted every morning for several weeks to help nine mothers and fifteen children from Ukraine. They were not the only ones; colleagues from SYNTHESIA and VODŇANSKÁ DRŮBEŽ were also actively helping Ukrainian refugees.



Olga Pavlenko is one of the many Ukrainians who found a job in one of our plants.

"I lived most of my life in Kyiv. I have two almost grown children, and I made a decent living as a saleswoman. In our free time we explored the beauty of Ukraine together with

our family. Admittedly, we didn't have the money to do much more than that. The war threw our lives into turmoil. Now I live with my daughter in Liberec, and my son and daughter-in-law are in Ukraine. I am so happy that UNITED BAKERIES gave me and my daughter a job. Czechs are kind-hearted and welcoming."

We started with two collections across the group, which equipped the shelters and then the food bank.

However, our support did not end here. Thanks to ZZN POLABÍ we have converted unused offices in Dobruška into accommodation for 20 people. The first resident of Dobruška was Inna, who came from the Donetsk region.



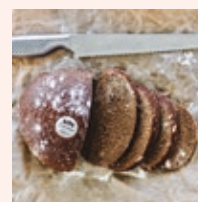
We have identified food from our portfolio that can withstand the journey to Ukraine, such as long-lasting milk and cold cuts, and ensured their delivery to those in need.

CZK 15 million

This was the aid to Ukraine by AGROFERT companies that can be quantified in money.

Triple help during a fire in the Bohemian Switzerland National Park

In 2022 the Bohemian Switzerland National Park was hit by the largest forest fire in the history of our country. Companies from the AGROFERT Group also participated in efforts to extinguish it. Specifically, UNILES provided the Czech Forest with four wheeled harvesters, multi-operational machines that can quickly cut firebreaks to prevent the spread of fire. The AGROFERT Foundation subsequently contributed CZK 431,000 to volunteer fire-fighters to replace equipment lost during the fire-fighting.



Penam donated a total of 4,500 rolls, hundreds of loaves of bread and other baked goods to the relief forces.



We are responsible to our employees

Approx.

CZK **725** million

is how much we
have invested in the
development of our
employees over the
last 10 years

Wealth rests in people

Over its 29-year history, AGROFERT has become one of the largest Czech private employers. Our success each day is the result of nearly 31,000 employees working together in 15 countries on 3 continents. This is a large commitment for us, and it is our long-term goal to support our employees in their professional and private lives. The fact that our companies regularly place well in the prestigious Employer of the Year competition is proof that we are on the right track.

Our activities begin with students, for whom we run competitions and graduate programmes. It is important for us to present our often traditional and necessary crafts to young people

and, as a large group, to contribute to maintaining a positive relationship between the next generation and our industries. We primarily focus on our employees, ensuring the best possible working conditions and professional development, but we also take steps to support entire families.

The training and development of our employees is crucial to us, which is why we have invested almost CZK 60 million into it in 2022. Everyone has a personal development programme, and we are very proud of our colleagues who are improving their skills and knowledge every day. For those who are not satisfied with the profession alone, we offer various management academies to support them in their efforts to lead others.



Almost 31 thousand employees

21 thousand employees in the Czech Republic

AGROFERT owns companies in 15 countries

Czech Republic, Slovakia, Germany, Hungary, Romania, Croatia, Italy, Switzerland, Poland, Spain, France, Netherlands, the United Kingdom, USA and Brazil.

26 billion

This is how much AGROFERT companies paid in wages and contributions for their employees last year.

236 million

The cost of providing quality meals for staff.

180 million

Contributions to our employee pension schemes.

121 million

Investments into staff security.

* The data is based on the audited results and financial statements of the AGROFERT Group for 2022

We are investing in our health

Prevention is the basis for good health, which is why we actively support our colleagues who can find discounted options for above-standard health care or packages of relaxation and sports activities as part of our benefit programmes. More and more Group companies are also organising Health Days for their employees, during which the companies provide preventive medical examinations.

With an employee we “recruit” his whole family



*It is important for us to not only care for employees but for entire family systems. We therefore organise various family theme days, but also suburban camps. Last year over **2,500 of our employees and their families came to the Čapí hnízdo farm** to enjoy an afternoon of fun, culture and socialising together.*

CZK 671 million

That's how much we spent on employee benefits in 2022 alone.

We promote diversity, equality and inclusion in the workplace

The industries in which we operate, such as the chemical industry or agriculture, are inherently more physically demanding jobs, which is why there is a higher percentage of men than women in our Group. But this is not an obstacle to us in our effort to offer equal opportunities and fair pay to all. We care about the diversity of the environment because it brings inspiration and stimulation. It is not uncommon for three generations of one family to be employed by us at the same time. Congratulations to our colleagues who were promoted to important management positions last year.



Ing. Pavlína Zelenková has, since 1 August 2022, been Chairperson of the Board of Directors of ZS VYSOČINA, a.s. She has been with the company since February 2019 and held the position of Chief Economist until her promotion.

Graduate programmes, cooperation with schools and internships

Long-term experience has repeatedly helped confirm the importance of creating a positive relationship between future generations and the industry and company at the earliest possible opportunity. We are therefore very active in this field and have been co-creating attractive competitions for young people while they are still students, cooperating with secondary schools and universities and organising various internships and graduate programmes in our companies.

Our subsidiary SYNTHESIA has been developing this cooperation with schools for a long time and, for example, is behind the creation of the competition for pupils Looking for the Best Young Chemist. Last year it was held for the 10th time and enjoys great popularity, among both students and schools, and leads to the popularisation of the field of chemistry. In addition SYNTHESIA helps with the implementation of various chemistry clubs, excursions and internships. This makes it easier for young graduates to find a job.

A competition similar to the regional and national rounds of Looking for a Young Chemist was also being prepared during 2022 to support the agricultural sector. The inaugural year of the Young Farmer Competition was then implemented by AGROFERT and ZZN POLABÍ in 2023. We believe that the competition will gain the same popularity as the aforementioned field of chemistry, and this will not only be reflected positively in the popularity of the field of agriculture among young people, but we will also manage to hold a follow-up competition for the best teacher in the field. Last year the fourth edition of the Teaching Chemistry Attractively for Teachers competition was held in cooperation with the Association of the Chemical Industry and, of course, under the patronage of AGROFERT and its subsidiaries.

We support apprenticeships

The HLINSKO DAIRY supported the return of apprenticeship education to Hlinsko. It collaborated on a joint project of the Pardubice region, the local council and three other dairies, and since September 2017 has been providing vocational training to apprentices of the newly established study discipline Food Producer – Dairyman, which is currently the only one of its kind in the Czech Republic. We further support the baker and butcher professions in a similar way.

Agrotec is behind the creation of a unique Mechanic/Diagnostic of Agricultural and Construction Equipment apprenticeship, which is available to applicants from all over the Czech and Slovak Republics. AGROTEC Group experts are involved in the development of practical training plans, the assessment system and the form of final examinations. In addition to the high demands on the apprenticeship, it is in the interest of all involved that the system works well from the perspective of the student, the company and the school.

15,000 users are trained using e-learning

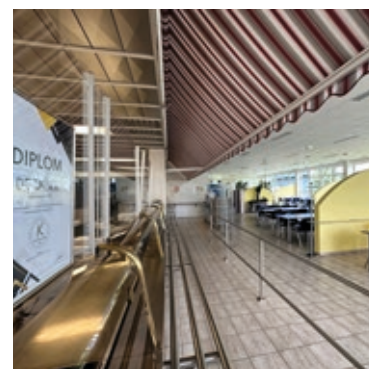
Developing effectively (not only) through e-learning

Within the Group we are connected via the intranet and share important information across companies and sectors. Last year almost 24,000 people already used the intranet. Nearly 15,000 users in the Czech Republic and over 2,100 in Slovakia, including labourers, are already being trained using e-learning.

Our efforts have long been reflected in the results of the Employer of the Year competition

We take the fact that our subsidiaries have been ranked at the top of the prestigious Employer of the Year competition for a long time as confirmation that we are moving in the right direction when it comes to employee care. Last year, four of our companies placed in the competition, which selects companies based on an international methodology. The Přerov-based chemical company PRECHEZA was the winner of the Employer of the Region up to 5,000 employees in 2022 in the Olomouc region. For the sixth time in a row, AGROTEC was among the best employers with up to 5,000 employees in the South Moravian region. The agricultural company NAVOS was ranked 3rd in the category of up to 500 employees in the Zlín region. DEZA won the award for Cafeteria of the Year!

DEZA's cafeteria employs 23 employees, including 3 colleagues from Ukraine. In addition to lunches they also provide hot dinners seven days a week.



The Compliance Programme and the Tell Us ethics line are dedicated to legal and ethical conduct

The AGROFERT Group is committed to ensuring that legal regulations, ethics, morality and fair business practices are observed at all times in the day-to-day activities of Group companies. Whistleblowing is a hot topic in the Czech Republic, however Agrofert already adopted a Compliance Programme in 2011, which includes a Code of Ethics containing the Group's basic principles, values and rules.

As part of the measures to help detect and eliminate illegal or unethical behaviour, an ethics helpline has been set up to enable (anonymous) reporting of detected breaches of the Code of Ethics. The ethics hotline is not only intended for AGROFERT employees, but also for business partners and other persons who can report violations of the Group's approved rules of ethical conduct. All reports will be thoroughly investigated, and corrective action will be taken if violations are found. You can also use the line for a non-binding consultation on questions of proper compliance procedures or ethical violations. Each Group company has a designated Compliance Officer.

We make ourselves known externally



We take pride in our work and regularly post about our activities on social media, especially Twitter, Instagram and LinkedIn. Last year we were also producing videos as part of the We Are AGROFERT series. With our participation we once again addressed the participants of job fairs and traditionally also the largest agrosalon in the Czech Republic, Země životelka.

Another traditional source of information from AGROFERT is our AGROFERT magazine with a circulation of 9,500 copies, which we share with our employees, business partners, schools and other stakeholders every quarter.

38 thousand copies

Annual circulation of AGROFERT magazine.





AGROFERT



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