

Belgian Pork Group Code of Ethics

At Belgian Pork Group, we work together every day to produce high-quality meat, with respect for people, animals and our environment. We are a family business with a flat structure, where colleagues know each other by name – sometimes for years, sometimes for generations. Our CEO is also a co-owner and knows his people personally. We are proud of this connection and the trust that grows from it.

Our code of ethics is simple and human, just like us. It is based on respect, responsibility and care – values that are self-evident to us.

1. Respect for people

Every employee deserves a safe, fair and dignified workplace. At our company:

- Everyone works on a voluntary basis. Forced labour or any form of modern slavery is never tolerated.
- No children are employed.
- Everyone is paid fairly, in accordance with the applicable rules and agreements.
- No one is discriminated. Everyone is welcome, regardless of origin, gender, beliefs, age or sexual orientation.
- Treating each other with dignity is considered self-evident. Aggression, harassment or inhumane treatment have no place in our company.

2. Strong together, also with our partners

We work with many different people: permanent employees, temporary workers, transporters, butchery teams, suppliers and customers. We choose our partners carefully and make clear agreements:

- We expect everyone who works with or for us to respect our values.
- We ask suppliers to be transparent and to respect our expectations in terms of human rights, safety and quality.
- We avoid risks by carrying out regular checks, especially in sectors or countries where risks are greater.

3. Fair recruitment

Our recruitment process is open and fair:

- We only work with reliable temporary employment agencies and recruitment partners.

- Everyone who starts working for us receives clear information about their job, salary and working conditions.
- We ensure that no one is exploited, not even through intermediaries.

4. Caring for each other

In our company, every voice counts. We listen to each other, and everyone can safely report concerns or abuse. This can also be done anonymously via our confidential advisor. We take every report seriously.

5. Continuous improvement

We are proud of how we work, but we continue to learn. We follow training courses, exchange knowledge and improve our approach where necessary. In this way, we are building a sustainable future for our company and for everyone connected to it.