

## **Mission**

Our mission is to create value within the meat industry by focusing on our core business and people.

## **Vision**

It is our vision to be the preferred partner within our core business areas by striving for value and quality in everything we do.

## **Values and corporate culture**

BHJ has a set of values that reflects our attitude and behavior in our everyday life.

We build our business on close and long-term relationships with customers and suppliers. Respect for individuals plays an important role in our basic values and we find it natural to act in a proper manner – ethically correct and in accordance with legislation. This means that our business partners and employees can rely on us to comply with the following:

### **1. Human rights**

We support and respect protection of internationally proclaimed human rights.

### **2. Equal opportunities**

We are against discrimination based on ethnic or national origin, religion, sex, sexual orientation, age or political affiliation.

### **3. Freedom of association**

We uphold the freedom of association and the effective recognition of the right to collective bargaining.

### **4. Forced labour**

We are against forced labour, and our employees are employed of their own free will.

### **5. Child labour**

We do not support child labour.

### **6. Remuneration and working hours**

We comply with applicable laws and industry standards on remuneration and working hours.

### **7. Working environment**

We aim at a physically and mentally strong working environment and build our cooperation on true respect for and interest in one another.

### **8. Employee retention and development**

We recognize that the involvement of our employees contribute to the future success of the business.

We are continuously developing employee competences to comply with job requirements.

In case of long-term illness, we are in a close dialogue with the employee to retain her/him in the job.

We aim to support employees in case of personal crises.

### **9. Environmental responsibility**

We conduct our daily business in an environmentally responsible manner and show optimum consideration for the environment when planning new activities.

### **10. Social commitment**

We recognize the importance of a constructive collaboration in the society.

Our code of conduct is based on respect and responsibility.