

Code of Conduct



Fair, ethical and moral – anona is socially sustainable.

anona GmbH is a company steeped in tradition with close ties with the region around Colditz. We maintain relationships with trading partners around the globe and are part of a value chain which includes rules for fair, ethical-moral and socially sustainable behaviour. Responsible and ethical behaviour towards our employees, business partners, the company and the environment are an indispensable part of our company philosophy.

The most important rules for our daily business as a company are:



RESPECTFUL CULTURE

We treat all people equally and respect their personal values. There is zero tolerance towards any form of discrimination based on race, heritage, gender, sexuality, religion, political opinion or (dis)ability. We foster an atmosphere that encourages personal expression, development and initiative.



ABIDING BY LAWS

We act in accordance with all legal regulations, especially regarding food and environmental law, export and import regulations.



WORKPLACE HEALTH AND SAFETY, FAIR WORKING CONDITIONS

We consider the applicable regulations for workplace health and safety to be minimum standards. Our operational management works to ensure the best possible working conditions, with safety and health as a priority. Our employees are fairly remunerated.



QUALITY AND PRODUCT SECURITY

We produce and distribute high-quality food. In all areas of the company, we ensure that we maintain the relevant standards for product quality and food safety, as well as our internal company regulations. Ensuring that customers and consumers can trust the safety and quality of our products is our shared responsibility.



ETHICAL BUSINESS

We do business transparently and avoid any form of unfair behaviour. We respect intellectual property and treat both anona trade secrets and those of our business partners as confidential. Corruption in any form is neither practiced nor tolerated. We consider corruption to include giving or accepting money, gifts or other advantages in exchange for preferential treatment or advantages for anona or of a personal nature.



ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

We design our production processes to be sustainable and resource-saving. To protect our environment, we are reducing our consumption of natural resources (such as energy and water). Our top priority is the prevention of waste (rubbish and leftovers). Where waste cannot be avoided, it must be reused or appropriately recycled.

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This Code of Conduct cannot cover every situation at work, so these rules are supplemented by internal company regulations. If you have any questions or doubts regarding appropriate and correct conduct, you can get in touch with a head of department or the management team confidentially at any time.

If you encounter breaches of the Code of Conduct or feel that your rights have not been respected, you can also anonymously and confidentially inform the anona complaint service at: beschwerde@anona.de.

Every employee is bound by these rules, thus helping ensure that anona can do business fairly and sustainably with its partners. Breaches of this Code of Conduct can lead to disciplinary measures under workplace law or claims for damages.

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DER NAHRUNGSMACHER