



Code of Business Conduct

1. Tozer is a specialist vegetable breeding company based in the UK, with subsidiaries in Holland Spain and the USA. The company was founded in 1944 and since that time has been in family ownership. We supply vegetable seed to partners around the world and are dedicated to the development of new products through our innovative plant breeding programmes.
2. Relationships
 - a. Society and Environment
 - i. We recognise that our commitment to financial success must also consider the broader social and environmental impact of our operations.
 - ii. We believe in conducting business in a manner that protects the environment for future generations. We practice farming in a sustainable manner which is sensitive to the environments we farm in.
 - iii. Tozer is committed to engaging with local communities, we have partnered for many years with local charities and seek to support our staff in personal charitable endeavours
 - b. Employees
 - i. We endeavour to offer a safe and healthy working environment in all our operations and comply with all local legislation. Any concerns from staff concerning safety are treated with the utmost importance
 - ii. We are fully committed to providing equal opportunities for all employees, workers and job applicants, and to eliminating discrimination on the basis of ethnicity, disability, gender, sexual orientation, age or religion or belief. We aim to create a culture that encourages and values diversity, and that appoints, rewards and promotes staff based on merit.
 - iii. We do not tolerate the use of forced or coerced labour, child labour or the exploitation of children to be used in any of our operations or by any of our suppliers.

- iv. We are committed to rewarding employee performance on the basis of merit. Training and development opportunities are available to employees in the hope that each can achieve their full potential. Employee appraisals are conducted on a regular basis

c. Customers

- i. We aim to provide consistently high-quality seed and customer service that contribute to our customers' productivity and prosperity.
- ii. We operate worldwide with a long-term commitment to our customers and the markets they serve. We aim to continuously meet and exceed their expectations.
- iii. We are committed to preserving the confidentiality of client matters to a high degree. We aim to ensure client's information will not be shared with or disclosed to anyone without the agreement and/or consent of the client save for as permitted by any applicable laws.

d. Business Partners

- i. We strive to be an excellent business associate for our business partners such as suppliers, subcontractors, agents, and distributors and strive to be a partner that they prioritise.
- ii. We aim to seek, evaluate and select business partners based on objective factors such as productivity, quality, delivery price and reliability.

3. Accountability

- i. In all our communication we are committed to honesty, accuracy and openness.
- ii. We operate an active complaints procedure and ensure reactions to it are prompt and balanced.
- iii. All transactions of Tozer must be duly recorded so as to permit preparation of clear financial statements in conformity with generally accepted accounting principles.

4. Business Integrity.

- i. We run our business with integrity and our reputation is a valuable asset to us. It is determined by how we act, and we are committed to avoiding any actions that would jeopardise that respect.
- ii. We adhere to business ethics and are committed to follow all applicable laws and regulations in the countries we operate in.
- iii. We do not tolerate bribes and corruption; Firm action will be taken on any violation.
- iv. We are committed to honesty in every situation, and we refrain from having interests which conflict with the group.
- v. We support and strive for fair competition, and thus will not knowingly enter into discussions or agreements with competitors

concerning pricing, market sharing or similar activities which jeopardise this principle.

- vi. We aim to ensure business gifts or hospitality are offered or accepted in compliance with local legislation and business practices.
- vii. For promotional purposes, we aim not to provide untrue or misleading information with respect to our business.