

Sanctions policy Solidagro

Violations of the Code of Conduct will be sanctioned with sanctions in accordance applicable laws and regulations. A sanction is imposed after careful assessment of the facts, is proportional to the violation and is implemented as soon as possible. For repeated minor violations of the Code of Conduct, a more severe sanction may also be imposed.

The decision to impose a sanction is made by the integrity officer or director, in consultation with the supervisor, HR and, if necessary, the chair of the governing body.

Sanction	Description
Verbal warning	A verbal message because the behavior is unacceptable.
Written warning	A written entry in the personnel file that the behavior is unacceptable.
Suspension	Temporary interruption of employment contract.
Dismissal	Termination of employment contract summarily or after a dismissal procedure.

If criminal offenses are suspected, legal action is taken. The first step here is to file a report with the police.

