

# **CORPORATE SOCIAL RESPONSIBILITY POLICY**



**ingemann**

Fine Cocoa

**“Social responsibility  
and long-term commitments  
are the core philosophy  
of Ingemann”**

## **Ingemann Corporate Social Responsibility**

Ingemann is a company actively engaged in the economic, social and environmental situation of the country. We promote and develop our Corporate Social Responsibility program characterized by transparency in the management of its work systems and the successful implementation of policies and projects for the development of the sectors we work with (honey and cocoa).

In the framework of our CSR program we develop collaborative actions with producers' cooperatives, with private non-profit institutions and cooperation agencies to promote sectoral development initiatives in the field of production and trade. Also, we take measures internally in the company to achieve the integration of workers and their commitment to the activities, with accountability, efficiency and ethics.

Corporate Social Responsibility (CSR) for Ingemann is not just a marketing strategy, it is active and voluntary contributions to social, economic and environmental improvements in Nicaragua. The focus of the win-win situation is facilitating the growth of the company and that of our allies, which will enable sustainability of the business over time.

To Ingemann the Corporate Social Responsibility is comprised of a set of actions that have a positive impact on the society, the community and the environment. The CSR is part of our philosophy. We are convinced that when our supplying partners become developed , we will develop also; if the community develops, we can have better interactions; if we conserve the environment, we achieve stability in our activities that are purely agricultural and heavily dependent on environmental conditions; if we manage our internal partners (employees), we achieve a greater commitment from them and a greater loyalty to the company.

Ingemann as a socially responsible company, manages positively the following aspects:

- Management with internal partners
- Sustainable management with supplying partners
- Sustainable management with customers
- Sustainable management with the community
- Environmental Management

## **1. Management with internal partners:**

Only the right people can add value in relationships with our supplying partners and our customers. For this reason, we develop the skills of our employees and create high levels of motivation so that they have the knowledge and training that is required.

1.1. Training and development, technical training program for field staff, adult educational program, support training, generation of local employment, delivery of Christmas baskets, productivity incentives, elections and awards of the worker of the month, internal festivities, among others .

1.2. Respect for human rights; in Ingemann racial, generational, or sexist discrimination is not practiced. We implement the principle of equal opportunity, and we do not condone or accept labor exploitation and child labor.

1.3. Occupational Health and Safety aims to minimize the risk of accidents that may cause injury to personnel, complying with the rules and procedures for them, keeping the equipment and tools in good condition and preparing staff to act safely in cases of emergency that may arise during the daily activities. We have created a harmonious working environment with appropriate conditions where workers perform their activities with dignity and with their participation it is possible to improve health conditions and safety. The company guarantees all personal protective equipment to reduce the risk of accidents. It makes use of the signaling system for the safety of workers, referred to indications, prohibitions, warnings, obligations or emergencies.

## **2. Management with supplying partners:**

Our mission is to provide high quality products at the best possible price and with the best care for our customers. This is only possible if we work with supplying partners committed to quality and responsibility; in this way it is possible to develop safe and profitable ventures under the win-win philosophy.

For this reason it is essential to select suppliers that meet our policies and the quality of the product. We do not work with producers who promote or accept child labor, who do not meet delivery times. We develop specialized technical training programs, provide technical advice, and pay competitive prices. We also provide financing with competitive interest rates, provide low-cost services for beekeepers, and we abide by the code of conduct that commits us to an ethical, accountable and transparent relationship with our supplying partners.

We invest in our producing partners because we want to achieve that commitment to produce higher volumes with the required quality, and thus we all win in the chain.

### **3. Sustainable management with our customers:**

The success in trade relations of Ingemann is based on compliance with the terms of the contracts. For us, customers are major players in our business.

We comply with the deadlines and quality and volumes that are agreed. We are committed to excellence in all our processes, and we deal with the quality of customer service. Health and consumer biosafety is our priority. We abide by the code of conduct that commits us to an ethical, accountable and transparent relationship with our customers.

### **4. Sustainable management with the community:**

In addition, we care about the profitability of the company. We are interested in great performance with the community. The company has defined community as a the whole country, but especially those places where we develop our productive activities and those where human capital comes from.

We want to contribute to local economic development, which is why we are developing equipment suppliers and beekeeping tools and materials. We guarantee worthy payment for land rents where we have our production and deliveries of clothing in the communities.

### **5. Environmental Management:**

It is important to mention that the economic activities of the company are environmentally friendly. Beekeeping is a primary source of pollination of most plant species, and cocoa is a source of agricultural diversification, reforestation of fields and CO2 absorption.

Within the company we care about saving energy and water, we recycle material and we use certified wood for the manufacturing of various materials. We also develop environmental initiatives such as ongoing maintenance of the green areas, not only for beautification but also to maintain an eco friendly environment. In the same way, we abide by the code of conduct that commits us to a responsible and friendly relationship with the environment.



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