



CHARTER OF VALUES

Change together



TRANSFORM
TO SUSTAIN THE FUTURE

cerealdocks
GROUP

THE INGREDIENT OF CHANGE

To face the extraordinary times we are living in, it's important to have a 'colorful mind' and appreciate the colorful minds of others. Looking at the world from a different perspective, being attentive to the infinite nuances of reality, can help us imagine new goals and achieve milestones we hadn't even imagined before.

Because today, more than ever, the key to change lies in people. In collaboration as an indispensable, profit-generation instrument and, above all, shared well-being that we are committed to on a daily basis.

That is the only way we can turn change into opportunity; through a dynamic, sustainable business model finding balance in the movement to face the challenges occurring. Together.

Collaboration is how we can achieve our goals, even long-term ones, with which to help younger generations grow, personally and professionally, combining and transforming the experience and freshness in that energy with which to build a sustainable future for all living beings.

Values

**on which to build
our future**

Nowadays, the charter of values takes on an even more important meaning, because it represents the basis of change, the guide towards the future, ours and of the environment we live in.

Our Charter of values is what we believe in and work for every day. The principles our company is founded on, a reference point for the entire group.



Working with passion and humility for a common good; building a world where everyone can nourish themselves and be well.

OUR
Vision



OUR Mission

We trust people and they trust us. That is why, alongside our partners, we are building a sustainable model founded on certified supply chains, innovative technologies and essential production, without waste, to protect, nourish, respect the environment and all living beings that inhabit it.



Benefit company

a change in prospective

Changing means knowing how to see things from different points of view.

That is why we became a Benefit Company in 2021. Because we wanted to change how we see the world and business, creating a model based on more regenerating economic paradigms, creating value for us, all human beings, and our planet.

Keeping the ecosystem we live in balanced, guaranteeing nourishment and well-being for everyone is our goal, our mission.

That is why we have taken this important step; to transform profit into change, with a positive impact on the environment and society.



Being a benefit company means being transparent and having greater responsibilities towards others, goals that can be summed up in 9 points for Cereal Docks:

1. Enhancement of human capital inside and outside the Group;

2. Collaboration with the farming world;

3. Improvement of environmental performances;

4. The study of new systems and technologies with the circular economy in mind;

5. The study, creation and application of new, reduced environmental logistic models;

6. Application of new technologies to increase the safety, efficiency, and sustainability of industrial processes;

7. The study and application of technologies and systems to improve energy efficiency and use of renewable energies;

8. Promotion of young talents and the search for innovative products through partnerships, with an open innovation approach;

9. The development of solid, inclusive relations with the Group territories and with local communities.

THE 9 POINTS OF OUR

commitment



THE NEW leaders

We are a future-looking company that wants to redefine it. To do so we need to change the organisational model our business is based on. Starting with its leadership. What we need are different leaders, able to get people to work and collaborate, who know how to stimulate and create the right contexts for expressing people's potential to the utmost.

That is why we need to create an open organisational structure that changes the company paradigm moving attention from the importance of production to that of values, moving from an analytical to a broader systemic view.

A style and approach change that involves everyone, leading us from a Mono leader to a MULTI leader model based on widespread leadership aimed not only at creating processes but contexts that favour generational exchange.

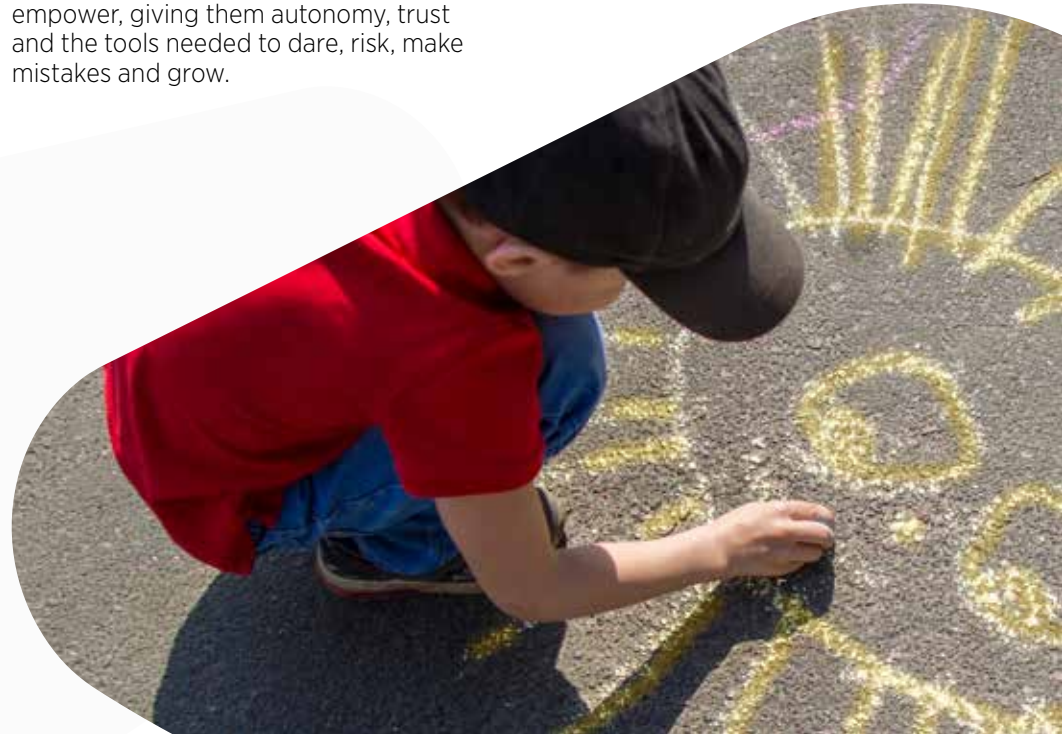


LET'S CULTIVATE THE
future

Our duty is to guide new generations towards the future, because they are our future, and this widespread leadership helps go beyond formalisms and hierarchies.

We need to turn the creative energy of youngsters into values for the company and the world. We have to motivate and empower, giving them autonomy, trust and the tools needed to dare, risk, make mistakes and grow.

Experience and freshness will be our lifeblood, the engine of a new company centred around people, where seniors and juniors find new ways to dialogue that can enrich them both, a common language benefiting everyone.





The values making us

Unique

Living the present while being well aware of the future. We look forward carefully and receptively, to identify business and growth opportunities.



farsightedness

Looking to the future means being able to stay one step ahead. We are fast and dynamic, ready to grasp challenges and opportunities, adapting our models and always developing new, innovative strategies and routes.

Reactivity



Inclusion, taking part in the debate, sharing successes.

Involving people, recognising their quality, is what a system that can generate value everywhere, inside and outside the company, is based on.

Equality







What we
strive for

Simplicity

We like going straight to the core of the matter because we have learnt to recognise what is essential, to know who we are and what we really want.

Transparency

We like relations to be based on transparency. Being clear and direct is how we respect the people we work with every day.

Trust

We let our work speak for us. Our experience, professionalism and clarity are what make us credible, a partner to be trusted; because trust is the indispensable base of every relationship.





The values we are

based on

Passion

The fire setting everything alight; the awareness that you belong to something important, something to be built together. Not just work, but a mission powered by this energy.

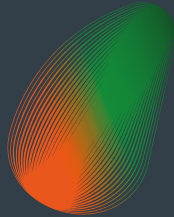
Accountability

We are part of a system and must look after it; working for the common good. That is what accountability means for us; a commitment taken with our employees, the animals, and the environment surrounding us.

Humility

We know who we are. We know what we are worth but don't like flaunting it. Humility is our way of being and relating to the world; an authentic relationship built on the ongoing exchange of stimuli and points of view.





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