



ROQUETTE

Offering the best of nature™

SUPPLIER
CODE
OF
CONDUCT



Dear Partners,

Roquette is a global leader in plant-based ingredients and a pioneer of new vegetal proteins.

One of the four pillars of our sustainable development approach concerns our way of sourcing. For this reason, we commit to sustainable and responsible sourcing by relying on the best ethical and professional practices.

We would like to share these practices in the following Supplier Code of Conduct. This Supplier Code of Conduct is intended to set the principles of Roquette group of companies for its network of suppliers – including its agricultural suppliers.

By committing to following these principles, together, Roquette and its suppliers, will ensure they share the same ethical values and professionalism, which are the first key step to a long-term relationship and sustainable growth.

Massimiliano Benso

Head of Supply Chain



Preamble

This Supplier Code of Conduct is based on the **Universal Declaration of Human Rights**, the principles of the United Nations Global Compact and the conventions of the International Labor Organization (ILO), the principles laid down by the Ethical Trading Initiative (ETI) as well as **Roquette's Code of Conduct**¹. It does not serve as a substitute for the various regulations, standards and current applicable laws in the different countries.

Roquette is at the forefront of compliance in all countries where the Roquette group operates. We are committed to abiding by the California Transparency in the Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015 and other similar national laws and regulations.

Suppliers also commit to respect these regulations, standards and laws in the countries where they carry out their activity or/and as applicable.

When a supplier performs services for a Roquette entity, it commits to abide by this Supplier Code of Conduct, and to guarantee that these, or equivalent principles, are known and followed by their own suppliers and contractors. This is the first step of the approval process before any business relationship with a Roquette entity can be started.

¹ Available at www.roquette.com

Table of contents

- ❖ Human Rights, Labor, Safety and Health at Work
- ❖ Food Fraud Prevention
- ❖ Environment and Sustainability
- ❖ Product Quality and Safety
- ❖ Free Competition
- ❖ Corruption, Fraud and Conflict of Interest
- ❖ Prohibition of Money-Laundering
- ❖ Customs and Security Authorities
- ❖ Trade Restrictions and International Sanctions
- ❖ Confidentiality
- ❖ IT Security, Privacy and Data Protection
- ❖ Computer Network Threats
- ❖ Checks and Application

HUMAN RIGHTS, LABOR, SAFETY AND HEALTH AT WORK



Suppliers shall **prohibit forced labor and child labor** in compliance with, among others, the fundamental ILO conventions.

Suppliers must combat all types of abuse, violence, discrimination or harassment, in particular discrimination tied to color, race, sex, sexual orientation, age, ethical affiliation, origin, family situation, religion, disability or any other characteristic that is protected by law, and promote equal opportunity among employees.

Suppliers must respect freedom of association and the right to collective bargaining for employees, in compliance with applicable.

Suppliers shall **provide working and remuneration conditions** that are dignified and in compliance with applicable laws and international standards.

Suppliers shall provide a work environment that promotes **health, safety and security**.

It is imperative for suppliers to abide by the **Roquette rules for hygiene, health and safety** during all interventions at Group sites as such rules are provided to them.

FOOD FRAUD PREVENTION



Suppliers in the food or feed activity should carry out a risk assessment of their activity, implement a feed/food fraud policy and ensure this policy is properly implemented by themselves, within their group, or by their subcontractors.

ENVIRONMENT AND SUSTAINABILITY



Suppliers' adoption of sustainable practices plays a critical role for Roquette and Roquette supports and encourages sustainability among its suppliers.

Applicable **environmental laws and regulations** shall be implemented by suppliers and the adoption of global standard such as ISO 14001 is encouraged. Also, **Energy reduction plans** are encouraged as well as activities that contribute to i) the **growth and development of the international and local communities**, ii) ensuring precious global **resources such as water and agricultural products for future generations**.

Suppliers should limit as much as possible the impact of their activities on the environment for instance by **reducing or recycling waste** as much as possible, or reducing greenhouse gas emissions. Suppliers shall follow **the Roquette rules for environment protection** during all intervention at Group sites (e.g waste management).

PRODUCT QUALITY AND SAFETY



Suppliers – including agricultural suppliers- must follow high **quality and product safety standards**. Products, ingredients and services delivered shall meet specifications as agreed by both a Roquette entity and suppliers and comply with all applicable laws and regulations.

Roquette expects suppliers to report immediately any concerns they may have regarding **product safety or quality**.

FREE COMPETITION



It is imperative for suppliers to comply with rules related to **free competition**. Suppliers must commit to competition based on price, quality and services, and only seek competitive, advantage through lawful means.

CORRUPTION, FRAUD AND CONFLICT OF INTEREST



Roquette has adopted a **zero-tolerance policy with respect to corruption and fraud.**

Suppliers must prevent and reject all types of corruption, including extortion and kickbacks.

Infringement of the laws related to corruption, extortion, conflicts of interest and fraud may lead to commercial, financial, administrative or penal sanctions.

Suppliers shall not directly or indirectly offer or receive gifts, invitations or other advantages beyond a reasonable limit and in compliance with legal limits. These advantages must in no way influence or appear to influence a decision. Invitations and other advantages are prohibited during a call for tender. Symbolic advertising gifts may be accepted once a year. **Monetary gifts** (cash, checks, transfers, etc.) **are strictly prohibited.** In case of doubt concerning the reasonable value of a gift or invitation, its acceptance will be subject to agreement by Roquette Purchasing Department.

Conflicts of interest: When a supplier has a direct or indirect personal interest or personal relationship with an employee or a shareholder of a Roquette entity, a member of the Roquette Group Purchasing Department must be notified or an email must be sent to alert@roquette.com.

PROHIBITION OF MONEY-LAUNDERING



Money-laundering can occur where an action is taken to mask the true origin of money or assets that are connected to criminal activity.

Roquette requires its suppliers to commit to taking **all appropriate measures to prevent their operations from being used in relation to money-laundering activities.**

CUSTOMS AND SECURITY AUTHORITIES



Suppliers are required to **comply with applicable customs laws**, including those relating to imports and the ban on transshipment of merchandise to the importing country.

TRADE RESTRICTIONS AND INTERNATIONAL SANCTIONS



Our Suppliers must **respect international trade restrictions and sanctions**, taking into account any changes in these measures, as well as all laws and regulations concerning export controls.

CONFIDENTIALITY



All elements transmitted by Roquette to suppliers (information, drawings, etc.) are considered to be confidential. Each party commits to taking the **necessary steps to guarantee confidentiality** and avoid the theft, release or abusive or fraudulent use of these elements.

IT SECURITY, PRIVACY AND DATA PROTECTION



Suppliers must comply with their obligations under applicable data protection laws, associated regulatory requirements and policies on the **right to privacy and information security** at Roquette when personal data is collected, stored, processed, used or transferred.

In case of doubt, suppliers should contact either their own Data Protection Officer (DPO) or Roquette's DPO at dpo@roquette.com.

COMPUTER NETWORK THREATS



Suppliers should implement measures in order to protect their or Roquette's – as applicable - computer networks against security threats.

CHECKS AND APPLICATION



Awareness, formal acceptance and respect of the supplier Code of Conduct are part of i) the criteria for evaluating and referencing Roquette suppliers, and ii) their contractual obligations.

Roquette may carry out checks or audits of suppliers, either directly or through an organism delegated by the company, which suppliers agree with.

A supplier working with a Roquette entity accepts that failing to comply with this Supplier Code of Conduct is a sufficient ground for Roquette to end any commercial relationship with this supplier.

Behaviors that are contrary to the principles listed in this code may be brought to Roquette's attention by notifying alert@roquette.com



ROQUETTE

Offering the best of nature™

