

CODE OF CONDUCT FOR SUPPLIERS

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 practices.*

We would like to share these practices in the following Code of Conduct.

By committing to following these principles together, we will be able to develop a long-term relationship and create sustainable growth.

Gianfranco PATRUCCO, Head of Operations

Preamble

This Code of Conduct for Suppliers 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), as well as Roquette's Ethics and Responsibility Charter and Code of Conduct. It does not serve as a substitute for the various regulations, standards and current laws in the different countries. Suppliers commit to respect these regulations, standards and laws in the countries where they carry out their activity.

Each Roquette supplier is obliged to follow and communicate this Code of Conduct to all employees and to ensure that these or equivalent principles are known and followed by sub-suppliers and sub-contractors.

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

Roquette reserves the authority directly or through an accredited body to carry out any inspections or audits of suppliers required to ensure compliance with the Supplier Code of Conduct/Charter.

Human Rights at Work

Prohibit forced labor and child labor in compliance with the fundamental ILO conventions.

Combat all types of discrimination, 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.

Respect freedom of association and the right to collective bargaining for employees, in compliance with applicable laws.

Provide working and remuneration conditions that are dignified and in compliance with current laws and the applicable international standards.

Safety and Health

Provide a work environment that promotes **health, safety and security**.

Follow the Roquette rules for hygiene, health and safety during all interventions at Group sites.

Food Fraud prevention

If concerned, the supplier must carry out a Risk Assessment, and implement a Feed/food Fraud policy and its Management System.

Environment

Ensure that the **applicable environmental laws and regulations are implemented**.

Limit the impact of supplier activities on the environment and follow the Roquette rules for environment protection during all intervention at Group sites (e.g waste management).

Free Competition

Comply with the applicable **rules related to free competition**.

Corruption, Fraud and Conflict of Interest

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

Prevent and reject all types of corruption, including extortion and kickbacks. Infringement of the laws related to corruption, conflicts of interest and fraud may lead to commercial, financial, administrative or penal sanctions.

Do 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 the Roquette Purchasing Department.

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

Confidentiality

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

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.

If any doubt, you should contact either the Data Protection Officer (DPO) of your company or Roquette's DPO at dpo@roquette.com

Checks and Application

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

The Roquette Group may carry out checks or audits, either directly or through an organism delegated by the company, to ensure that this code is implemented.

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

Behavior that is contrary to the principles listed in this code may be brought to the company's attention by notifying [**alert@roquette.com**](mailto:alert@roquette.com)