

Code of Conduct

SUPPLIERS



We consider "Supplier" to be all suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do, business with Frulact worldwide.

OUR COMMITMENT:

The Frulact Group is committed to conducting our business ethically and legally. We therefore strive to select suppliers who share the principles of honesty, integrity, transparency, environmental and collective responsibility.

These principles:

- are part of the supplier selection process;
- are subject to continuous monitoring;
- can be audited by a third party to verify compliance.

We understand that although our Suppliers are independent entities, their business practices and actions can have an impact on us and our reputation.

We expect suppliers to apply similar levels of compliance to the suppliers or subcontractors they work with to provide goods and services to the Frulact Group. In the event that any deficiencies are identified, the supplier will take the necessary steps within an acceptable timeframe to correct any deficiency to Frulact's requirements.

RESPECT FOR PEOPLE:

The Frulact Group is committed to ensuring compliance with the Universal Declaration of Human Rights in any operation related to our business.

Our suppliers must demonstrate that they are fully committed to ensuring:

- An Occupational Health and Safety environment in accordance with local laws, including the provision of

safety equipment and ensuring compliance with limited working hours defined by law;

- The condemnation of slave or forced labor, child labor and human trafficking;
- An environment of non-discrimination, including in hiring processes, compensation, access to training, promotion, disciplinary proceedings, dismissal or retirement for all employees;
- The condemnation of situations of any kind of harassment or abuse: sexual, physical, psychological or verbal.

RESPECT FOR THE PLANET

The Frulact Group is committed to reducing the impact of our activity from the field to the plate. Our suppliers must demonstrate that:

- comply with all applicable environmental laws and regulations;
- share their environmental objectives;
- report on the actions implemented to achieve the objectives, ideally in a public sustainability report;
- promoting sustainable agricultural practices.

RESPECT FOR THE PRODUCTS:

The Frulact Group's primary responsibility is to ensure the Quality and Food Safety of our products. Our suppliers must commit to:

- Produce and supply ingredients and services in accordance with Frulact requirements;
- Comply with all applicable quality and food safety standards;
- Demonstrate that they have robust food safety, quality management and traceability systems;

- Report any concerns about product quality and food safety to Frulact immediately.

SHARING VALUES:

The Frulact Group adheres to the highest internationally accepted standards of ethical behavior. All types of corruption, extortion, bribery and embezzlement are unacceptable and may result in immediate termination and legal action.

- Frulact employees are not allowed to accept any advantage offered to them if it is given in order to influence their decision-making. Our suppliers must also undertake not to get involved in any situation that could be considered corruption, extortion, bribery or embezzlement.

Our suppliers:

- They must comply with all applicable trade control laws and regulations;
- They may not offer any advantage in order to condition their decision-making;
- They must not share or exchange any confidential information or engage in any collusive conduct with us or any other third party.

We are committed to promoting the principles set out in this Code of Conduct in our sphere of influence. We invite all our suppliers and partners to join us and take action.

Our suppliers will devote the necessary means to ensure that they respect these principles and communicate them to their own suppliers. Our suppliers also undertake to inform Frulact of any situation of which they are aware that is contrary the principles set out in this Code, as well as the measures and actions they are implementing to respect their commitment to Frulact and the value chain.

WHISTLEBLOWING CHANNEL:

Frulact provides an internal whistleblowing channel, allowing our suppliers to report infractions or suspected misconduct, such as fraud, corruption or illegal activities involving the organization.

To report an infraction, use the Frulact website.