



SUPPLIER CODE OF CONDUCT



INGREDIENTS
ARE VALUES

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Introduction

Our main goal is to sustainably feed our growing population.

This mission can be achieved through valuable collaboration with our suppliers who play a key role in supporting our operations in terms of product quality and safety, business ethics and sustainability.

For this reason, we have issued this **Supplier Code of Conduct**, which we wish to share with our valued suppliers, providing them with a criterion on how to operate more correctly and consistently.

We will only work with suppliers who comply with legislation and meet the criteria set out in this *Supplier Code of Conduct* to work safely, fairly, ethically and transparently throughout the supply chain.

This Code of Conduct involves all those who produce, sell, trade, supply and/or hire goods and/or services that are part of our supply chain.



Compliance with laws and regulations

The supplier guarantees that all products, materials and services provided to Nateeo comply with all applicable laws and regulations governing their business activities (export controls, sanctions, reporting requirements, anti-corruption laws, confidentiality and privacy, data protection, antitrust and competition laws, intellectual property).

The supplier shall inform Nateeo if he becomes aware of any fact or suspicion that may indicate a regulatory, safety, quality or labelling problem concerning the supplied products or Nateeo's products.

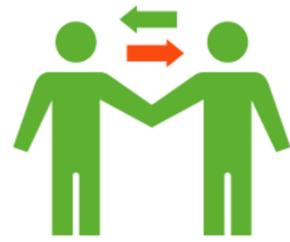
It is up to suppliers to determine whether reporting is appropriate, based on the severity and potential impact on Nateeo's supply chain.



BUSINESS ETHICS



RESPONSIBILITY



RELIABILITY



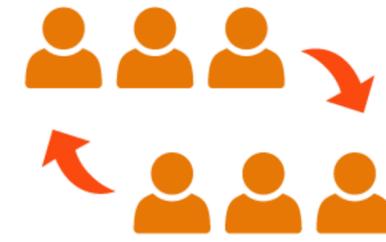
PRINCIPLES



MORALITY



BEHAVIOUR



RELATIONSHIPS



TRUST



Human Rights

The supplier respects and adheres to international labour standards as defined by the core conventions of the International Labour Organisation (ILO) and the United Nations Guiding Principles on Business and Human Rights.



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Human rights - Suppliers:

- Recognize the human rights of children such as the right to play, the right to basic needs and the right to education, respecting the minimum age for employment, not exploiting child labour.
- Combat discrimination on the basis of race, nationality, gender, age, ethnic origin, religion, marital status, sexual orientation, membership of trade unions or other workers' organisations or political affiliations.
- Support equal opportunities in the workplace. Equal opportunities must also apply to temporary and agency workers, seasonal workers and those working in a country other than their own.
- Respect salaries and working hours, all applicable regulations and laws on minimum wage, benefits, overtime and maximum working hours, favouring the reconciliation of private life with work and the right to rest.



Human rights - Suppliers:

- Oppose forced labour (debt bondage, forced labour, modern forms of slavery, human trafficking...)
- Respect freedom of association and collective bargaining, the right of employees to join a trade union and freely support a labour association.
- Treat all employees with respect, without resorting to physical punishment, threats of violence, mental threats, psychological, physical, verbal, sexual or any other form of abuse or harassment.
- Guarantee employee's freedom of movement and do not engage in physical restrictions, threats, entertainment of valuables and/or identity documents.
- Take all necessary measures to implement an effective corrective mechanism to manage and address human rights issues and concerns.





Work practices

Suppliers:

- Provide employees with a healthy and safe working environment in compliance with all applicable laws and regulations.
- Prevent accidents and risks at work.
- Have an occupational health and safety policy available to all employees, accessible at all times.



Environmental Management

“I think having land and not ruining it is the most beautiful art that anybody could ever want”

Andy Warhol



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Environmental Management - Suppliers:

- Meet all applicable legal environmental requirements.
- Demonstrate responsibility towards the communities in which they operate, manage the impact on the community resulting from the company's operations and implement procedures to control the impact.
- Use resources responsibly and sustainably to minimize their impact on biodiversity, deforestation, air quality, water scarcity and climate change. When expanding or initiating new activities, the supplier must obtain all legally required permits and authorizations and maintain the associated documentation.
- Manage waste responsibly, reduce, reuse or recycle as much as possible by promoting the circular economy.
- Minimize the environmental impact of packaging.



Environmental Management - Suppliers:

- Priorities the use of recycled materials by reducing materials from non-renewable sources, favoring recycling and/or reuse of packaging.
- Reduce energy consumption, using renewable sources and fuels and preferring logistical activities with low fuel consumption.
- Limit the use of chemicals, in particular they must not use substances considered harmful to people and/or the environment. They adopt precise procedures for their management along the entire supply chain.
- Preserve soil quality. Those involved in agriculture are committed to practicing and promoting regenerative agriculture and the reuse of organic matter.
- Recognize that working in a safe, sustainable and clean environment is indispensable and a right of their employees.





Legal operational practices

Suppliers:

- Conduct their activities in compliance with applicable competition and antitrust laws.
- Are not involved in any form of payment facilitation or bribery.
- Operate in accordance with the principles of fair market competition and freedom of enterprise.



Quality and safety

Suppliers:

- Ensure that all services, products and materials delivered to Nateeo meet the agreed quality and safety requirements and specifications. Furthermore, they must be safe for their intended use.
- Are committed to taking the necessary measures and steps to maintain a safe working environment for all employees, implementing preventive measures and identifying risks.

Business continuity

Suppliers:

- Implement an emergency response plan(s) to mitigate risks to product supply.



Continuous improvement

- Suppliers must have a vision of continuous improvement: they must initiate, maintain and verify a process of continuous improvement through sustainable practices in the entire supply chain.
- Possible measures and actions for improvement can be developed in cooperation with Nateeo, consulting legal experts of both parties if necessary.



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Supply chain responsibility

- Nateeo actively encourages its suppliers to inform themselves about compliance with the principles contained in this Code of Conduct.
- Where Nateeo purchases from a non-manufacturing supplier (Trader or Agent), the supplier shall communicate the Code of Conduct to the relevant raw material supplier/supplier who will supply Nateeo. Alternatively, suppliers may use their own Code of Conduct provided that such code is equivalent to Nateeo's Supplier Code of Conduct.



Monitoring and commitment



We expect the supplier to take all necessary steps to inform its employees, subcontractors and agents of the principles contained in the Supplier Code of Conduct and to take appropriate measures to ensure their understanding.

Nateeo expects its suppliers to maintain the necessary documentation to demonstrate compliance with the principles set out in this Supplier Code of Conduct and reserves the right to verify the supplier's compliance with these principles.

To demonstrate compliance with our Code of Conduct, the supplier may be required to provide data, self-certification, online assessments, internal or third-party audits, risk and impact assessments, certifications, documents and/or accreditations.

Suppliers will have to trace the origin of their goods and report the traceability information to Nateeo.

Suppliers will take care of staff training by ensuring that they are informed about all points of the Nateeo Code of Conduct.

Supplier Declaration



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The undersigned hereby declares that:

- It has received, acknowledged and disseminated within its organization the Nateeo Supplier Code of Conduct.
- It shall respect and comply with the Supplier Code of Conduct, including its annexes, which are an essential prerequisite for the existing business relationship with Nateeo.
- Is aware of all relevant regulations and laws of the country in which our company operates.
- It shall inform Nateeo in the event of a conflict between the provisions of the Supplier Code of Conduct and any applicable regulations or laws in our countries of operation.
- It shall promptly inform employees, agents and subcontractors of the terms of the Supplier Code of Conduct and ensure that they comply with its provisions.
- It shall provide Nateeo upon request with relevant documentation supporting our compliance with the provisions of the Supplier Code of Conduct.
- It will accept that Nateeo or a third party may carry out announced/unannounced audits/inspections in accordance with the agreements.



Signature and stamp

Name

Job title

Company name

Company address

Date



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NATURE INSPIRES
OUR EVOLUTION

Thank You



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