

## Supplier Code of Conduct

### Nactarome NV

Nactarome NV, as a company is committed to making **sustainability** a cornerstone of our business and strategic planning, embedding sustainability into every aspect of our operations. For us, sustainability is not simply a management exercise or a set of policies for our facility. True sustainable practices extend beyond environmental stewardship, food safety & quality and health & safety – they include employee well-being, responsible procurement, and strong governance.

We are dedicated to operating and developing our business in a sustainable and responsible way. Nactarome NV strives to source all its products and services with this aim in mind, to manufacture **safe products of high quality** throughout the entire supply chain. We can only achieve this with the engagement and co-operation of all our stakeholders, which we hold to the same standards as ourselves.

This approach requires all stakeholders to be aware of the social and environmental impacts of their business activities. Nactarome NV expects its business partners to **support** us in this effort and to fulfil the requirements set out in this Supplier Code of Conduct ('Code').

By signing this code, you as a business partner **commit** for all of your activities to integrate social, environmental and ethical objectives in your business development strategy and to respect the commitments stated below.



# Supplier Code of Conduct

## 1. Governance



Nactarome NV is deeply committed to upholding **ethical business practices**. We develop and establish policies and practices to ensure the highest standards of integrity, transparency, and accountability in all business operations.

### The supplier:

- conducts their activities in full compliance with all applicable anticorruption laws and all anti-money laundering regulations;
- never offers or promises any personal or improper advantage in order to obtain or retain business;
- will not pay or accept bribes, arrange or accept kickbacks or take any actions violating any anti-bribery laws;
  
- conducts their activities in full compliance with all applicable anti-trust and competition regulations;
- does not fix prices or rig bids;
- does not discuss or exchange pricing information or any sensitive information with their competitors.
  
- avoids activities or situations that involve real or perceived conflicts of interests with the Nactarome group;
- discloses at the outset any potential conflicts of interest or any relationship that could reasonably be expected to give rise to a conflict of interest.
  
- maintains the confidentiality of all information entrusted to them by Nactarome NV and representatives thereof;
- does not contact the press, (social) media, research and security analysts, brokers or investors regarding the business of Nactarome.
  
- handles and processes personal data only for the purpose for which it was collected or received, all in accordance with applicable data privacy regulations including GDPR;
- takes actions to ensure personal data is adequately protected.

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### 2. People



#### 2.1 DEI

Nactarome NV recognizes that **diversity, equity and inclusion (DEI)** are essential pillars for fostering a positive and innovative work environment. By ensuring equal opportunities and fair treatment for all employees, we promote a culture of inclusivity, where individuals are valued regardless of their background, identity, or personal circumstances. Nactarome NV opposes all forms of discrimination, harassment, and inequality to create a thriving workplace.

#### The supplier:

- does not participate in any form of forced labour or human trafficking;
- fosters an environment where workers have the freedom of movement during the course of their employment;
- does not withhold any part of any person's salary, benefits, property, or documents in order to force a person to continue to work for them;
- treats all personnel with dignity and respect;
- does not engage in, or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel.
- accepts the right of workers to organize or join trade unions (or parallel means for free association) and adopts an open attitude towards their activities without any discrimination against their representatives or workers engaged in the organizations.
- does not allow any form of exploitation of children (under the age of 15);
- allows the employment of young people (under the age of 18) subject to compulsory education laws only outside of school hours, not exceeding 8 hours per day;
- does not allow the employment of young people at night or in conditions hazardous or unsafe to their physical and/or mental health and development.
- does not practice any form of discrimination based on race, caste, ethnic origin, nationality, religion, age, disability, gender, pregnancy, sexual orientation, union membership, political affiliations or any other distinguishing characteristic for hiring, remuneration, benefits, training, promotion, retirement, termination or other employment-related decision and ensures a diverse and inclusive working environment.

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### 2.2 Conditions of employment and compensation

Nactarome NV emphasizes work-life balance, **fair conditions** of employment and career development. We are also deeply committed to ensuring the **health, safety and wellbeing** of all our employees. We adhere to comprehensive health and safety policies designed to provide a safe and compliant working environment.

#### The supplier:

- ensures that living wages meet or exceed legal minimums and/or industry standards that cover basic living expenses;
- gives workers an employment contract and clear, detailed information about the working conditions and compensation before they enter employment;
- shall comply with national laws, benchmark industry standards and collective bargaining agreements regarding working hours and public holidays;
- ensures workers are not required to work in excess of 48 hours per week on a regular basis and have at least one day off for every 7 day period on average;
- guards that all overtime is infrequent, voluntary and within legal provisions.
  
- shall protect employees from any act of physical, verbal, sexual, or psychological harassment, abuse or threat in the workplace.
- guarantees that employee safety and security as well as wellbeing are effectively addressed.
  
- does not expose workers to any hazardous, unsafe, unhealthy, or unhygienic situations;
- establishes systems to detect, avoid, or respond to potential threats to health and safety of all personnel.
  
- takes adequate steps to prevent injuries or accidents by eliminating or minimizing the causes of hazards inherent to the workplace environment, including first aid assistance, provision of protective equipment, regular safety trainings, safe storage and use of chemicals, development of emergency and safety procedures.
  
- will grant all personnel the right to remove themselves from imminent serious danger without having to seek company permission.
  
- provides employees with clean, sanitary infrastructure including toilets and potable water.

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### 3. Environment



Nactarome NV is committed to energy efficiency and **responsible energy management** across its operations. Together with renewable energy investments and optimized logistics, it forms a range of strategies aiming to reduce emissions and mitigate climate change. Another critical component is our focus on reducing **water** consumption and minimizing environmental impact through efficient systems, careful monitoring, and innovative projects. We are committed to minimizing **waste** generation and enhancing circularity across our operations.

While we recognize that suppliers operate in different legal and cultural environments, the standards set in this Code operate as a **benchmark** for acceptable conduct.

#### The supplier:

- applies all the laws and environmental regulations in force in the countries of operations;
- recognizes their responsibility to the local and global environment in which they operate by conducting business in a way that has minimum negative impact on the planet or natural resources;
- shall use all reasonable effort to ensure compliance to the Code throughout the whole supply chain.
  
- aims to have processes and policies in place to actively improve the efficient use of finite resources such as energy, water, and raw materials;
- aims to minimize the release of harmful emissions in the air, waste, water, and soil.
  
- aims to minimize the impact of products and services on the environment.
  
- ensures all waste materials are disposed of properly in an environmentally responsible manner.
  
- shall actively work on the reduction of their carbon footprint.
  
- aims to measure, reduce, and report emissions, carbon footprint, waste, and water.
  
- is expected to adhere to the Code, even if applicable local laws impose less restrictive obligations;
- will comply with local laws that impose greater obligations than set forth in the Code.

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### 4. Product & Procurement



#### 4.1 Product safety & quality

Nactarome NV places a strong emphasis on maintaining high standards for product safety and quality, aiming to comply to both legal regulatory standards as customer expectations. We work towards an optimal food safety and quality culture where **continuous improvement** is our goal.

The supplier of food ingredients, packaging materials, transport, storage, and distribution services:

- complies with applicable European and local food safety and quality regulations.
- complies with a Global Food Safety Initiative (GFSI) standard;
- is audited yearly against this standard using an acceptable accreditation scheme.
- ensures all processes are fully risk assessed;
- communicates any changes to or concerns about the safety or legal compliance of a supplied material to be agreed by Nactarome NV prior to shipment.
- communicates all risks associated with a supplied material prior to purchase and in the technical documentation.

#### 4.2 Responsible procurement

Nactarome NV is highly committed to responsible procurement and **traceability**, integrating ethical considerations, sustainability, and regulatory compliance into our sourcing practices.

The supplier of food ingredients, packaging materials, transport, storage, and distribution services:

- shall map out their supply chain;
- is able to provide full details including name and description of the party, location and country of origin / manufacturing;
- ensures full traceability;
- gives full co-operation in supplier evaluation processes.

## Supplier Code of Conduct

Company name :

Name duly authorized person:

Function:

Date:

Signature:

Stamp: