

Group Supplier Code of Conduct

1. Purpose

This Group Supplier Code of Conduct defines the **minimum ethical, social, environmental and business conduct expectations** for suppliers of the Nactarome Group.

It reflects Nactarome's commitment to responsible business practices, sustainable sourcing and long-term value creation, as set out in the Group Sustainability Policy, the Sustainable Procurement Policy and the Group Sustainability Statement.

This Code establishes a **common baseline for all suppliers** while recognising differences in size, maturity, geography and operating context.

2. Scope

This Code applies to:

- All suppliers of raw materials, ingredients and packaging to Nactarome entities worldwide, including within the European Union and the United Kingdom
- Subcontractors and upstream partners involved in the supply of in-scope materials, where relevant

This Code does not replace applicable laws or contractual obligations. Where differences exist, the more stringent requirement shall apply.

3. Governance and Compliance

Suppliers are expected to conduct their business with **integrity, transparency and accountability**.

Suppliers shall:

- Comply with all applicable laws and regulations, including anti-corruption, anti-bribery, competition and trade laws
- Not engage in bribery, corruption, kickbacks or other improper business practices
- Avoid actual or perceived conflicts of interest and disclose any potential conflicts transparently
- Protect confidential information and intellectual property
- Handle personal data in accordance with applicable data protection laws, including GDPR where relevant

4. Human Rights and Labour Practices

Nactarome expects suppliers to **respect internationally recognised human rights**, including the principles of the ILO and the UN Guiding Principles on Business and Human Rights.

Suppliers shall:

- Prohibit child labour, forced labour, bonded labour and human trafficking
- Respect freedom of association and the right to collective bargaining
- Treat workers with dignity and respect, free from harassment, abuse or discrimination
- Provide working conditions that comply with applicable laws and recognised labour standards

5. Health, Safety and Working Conditions

Suppliers are expected to provide **safe, healthy and secure working environments**.

Suppliers shall:

- Identify and manage occupational health and safety risks
- Take reasonable measures to prevent accidents, injuries and work-related ill health
- Provide appropriate training, equipment and emergency preparedness
- Allow workers to remove themselves from imminent danger without fear of retaliation

6. Environmental Responsibility

Nactarome expects suppliers to **operate in an environmentally responsible manner**.

Suppliers shall:

- Comply with applicable environmental laws and permits
- Use natural resources responsibly and seek to minimise environmental impacts
- Manage waste, emissions and discharges in a responsible manner
- Take reasonable steps to prevent pollution and environmental harm

Where relevant, suppliers are encouraged to **progressively improve** their environmental performance.

7. Product Integrity, Safety and Traceability

Suppliers of food ingredients and packaging materials play a critical role in ensuring **product safety and quality**.

Suppliers shall:

- Comply with applicable food safety, quality and regulatory requirements

- Maintain appropriate systems to ensure product integrity and traceability
- Communicate proactively regarding any risks, changes or non-conformities that may affect supplied materials

Specific technical, quality or certification requirements are defined through procurement processes and contractual agreements.

8. Responsible Sourcing and Supply Chain Transparency

Suppliers are expected to **support responsible sourcing and transparency**.

Where relevant, suppliers shall:

- Provide information on origin and supply chain structure for supplied materials
- Cooperate with supplier qualification and evaluation processes
- Support risk-based traceability and due diligence efforts

9. Implementation, Monitoring and Continuous Improvement

Nactarome applies a **risk-based and proportionate approach** to supplier engagement.

Suppliers are expected to:

- Acknowledge this Code of Conduct
- Cooperate with reasonable information requests related to sustainability and compliance
- Engage constructively in corrective actions where gaps are identified

Nactarome prefers collaboration and improvement over immediate disengagement, unless serious or repeated non-compliance occurs.

10. Relationship with Group Policies

This Code operates in conjunction with:

- Nactarome Group Sustainability Policy
- Nactarome Group Sustainable Procurement Policy
- Nactarome Group Code of Conduct

In case of inconsistency, Group-level policies and contractual obligations shall prevail.

11. Review and Evolution

This Code is reviewed periodically to reflect:

- Regulatory developments
- Evolving sustainability expectations

- Business and supply chain changes

12. Document Control

Document title:	Nactarome Group Supplier Code of Conduct
Document owner:	Group Procurement Director, in coordination with Group Quality, Corporate Affairs & Sustainability Director
Approval level:	Group Executive Management
Effective date:	January 14, 2026
Review frequency:	Periodic review, or earlier if required

Supplier acknowledgement

By signing below, the supplier confirms that it has read, understood and commits to comply with the principles set out in the Nactarome Group Supplier Code of Conduct.

This acknowledgement applies to the supplier's own operations and, where relevant, to its upstream supply chain.

Company name:

Title / Function:

Date:

Signature: