

CODE OF ETHICS

As part of the CSR approach of Prosperité Fermière and Ingredia (PFI), the Ethics Charter describes the commitments and defines the behaviour that all members of the PFI group and its stakeholders must adopt. It is based on the principles of integrity, respect, fairness and diversity, as well as the laws and regulations that govern our activities.

HUMAN RIGHTS, we are committed to:

- Respecting the Rights of Man and Children,
- Respecting the dignity of the human person,
- Fighting against all forms of discrimination.

LABOUR RIGHTS, we are committed to:

- Promoting safety and respect for all,
- Respecting the laws in force regarding freedom of association,
- Promoting access to training for everyone,
- Promoting the inclusion and assistance of people with disabilities,
- Respecting the laws in force in terms of wages, working hours, payment of overtime and in terms of quality of life and working conditions,
- Banning all forms of forced labour, including child labour,
- Prohibiting all forms of violence, harassment, discrimination and reporting any case of such behaviour.

All of these rights (human rights and labour rights) must be respected by the Prosperité Fermière Ingredia group and all of its stakeholders, including in countries that are not signatories of the ILO conventions*.

PROTECTION OF THE ENVIRONMENT, we are committed to:

- Respecting the environment by applying a responsible approach to environmental challenges (use of sustainable resources, protection of biodiversity and ecosystems, etc.),
- Seeking energy savings and promoting renewable energy sources,
- Reducing packaging and favouring reusable or recyclable packaging,
- Rationalising and reducing our consumption of water, natural resources and raw materials,
- Reducing and treating our pollutant emissions into the air, water and land,
- Anticipating the risks of serious and lasting deterioration of the environment,
- Selecting as a priority stakeholders in accordance with environmental laws, regulations and standards and who undertake eco-responsible approaches by focusing on continuous improvement,
- Limiting the environmental impact of our business trips.

FAIR PRACTICES, we are committed to:

- Respecting ethics in business, by systematically applying the principles of courtesy, integrity, loyalty and equity,
- Fighting against corruption, by any means, with people in our organisation, our suppliers and customers,
- Banning any situation of conflict of interest due to personal relationships,
- Not using blackmail, extortion or intimidation in relationships,
- Refusing any gift or perk that could influence the decision-making process and compromise integrity,
- Prohibiting any anti-competitive practice,
- Not contributing to money laundering,
- Respecting our contractual commitments vis-à-vis our stakeholders.

TRANSPARENCY AND SINCERITY OF COMMUNICATION, we are committed to:

- Communicating to our stakeholders our commitments in terms of social and environmental responsibility (CSR),
- Preserving the confidentiality of the information received,
- Communicating clearly in an unequivocal and explicit way,
- Not misleading the public about the actual offer and/or about the company behind the offer,
- Complying with the requirements of decency and respect for the dignity of the individual in communication without devaluing or belittling an individual or group of individuals,
- Making legal, corrective and informative notices accessible: readable, audible, clear and understandable by all the stakeholders concerned: sincere, fair, exact, factual and verifiable or justifiable.

The Group refers to the following international commitments:

- o The Universal Declaration of Human Rights (1948)
- o The International Convention on the Rights of the Child (CRC) (1989)
- o The Convention on the Elimination of All Forms of Discrimination Against Women (1981)
- o The eight fundamental conventions of the International Labour Organisation (ILO*)
- o The United Nations Guiding Principles on Business and Human Rights (2011) or "Ruggie Principles"
- o The French Act on the Duty of Vigilance of Parent Companies and Contracting Companies of 27 March 2017 (Act no. 2017-399)
- o The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- o The United Nations Convention against Corruption (2003)
- o The United Nations Global Compact
- o The United Nations Sustainable Development Goals
- o Standards: ISO TS 26030, ISO 14001, ISO 50001, ISO 9001, FSSC 22000, ISO 27001, ISO 20400

PFI attaches particular importance to the respect of these commitments. Any breach may be subject to sanction(s).

This charter is subject to change.

PERSONAL DATA

The collection of your data when you read this charter is in accordance with the data protection policy of the Prospérité Fermière Ingredia Group. For more information on the management of your personal data, you can send a letter to the Data Protection Delegate at 51 Avenue F.Lobbedez - CS 600946 - 62033 Arras Cedex - France or by email at dpo@ingredia.fr

Name of the signing person:

Date and signature:

Position of the signing person:

Company: