

CITRI&CO

**“CODE OF ETHICS FOR
SUPPLIER
COMPANIES”**

CITRI&CO

Version	Approval by Managing Director
00	06/05/2019
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Important information on this document

Policy Identification	"CODE OF ETHICS FOR SUPPLIER COMPANIES"
Scope of Application	Global
Code of Ethics section developed	Section 4.7.2, Relationship with Suppliers and Contractors
Personnel involved	All Citri&Co members and its subsidiary companies
Main monitoring responsible person	Social Responsibility and Ethics Committee

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1 Introduction

The supplier companies of Cítrico Global S.L. corporate group, of which the latter is the parent company (hereinafter “Citri&Co” or “the Group”), play a critical role in the group’s value chain, turning them into a strategic and relevant ally of the corporate ethical and sustainable business model.

To that aim, Citri&Co disseminates, promotes and monitors that its supplier companies adopt and follow the principles and basic social responsibility criteria of the group, as well as the behavior guidelines set forth in this code, and Citri&Co’s responsible procurement policy and code of ethics.

This code defines the minimum behavior guidelines that the group’s supplier company shall follow at all times and, in turn, also promote in their procurement chain, in order to establish long-lasting, mutually beneficial and consistent relations with Citri&Co’s corporate culture.

1.1 Scope of Application

All companies that are part of the Group, as well as all the professionals working and acting in the name and on behalf thereof, regardless of their hierarchical level, type of contract, geographic location and other issues.

All supplier companies, sub-suppliers, contractors, sub-contractors and any other persons who supply goods, products and/or services to any company of Grupo Citri&Co.

2 Behavior Principles for Supplier Companies

2.1 Our Commitment to People

All Citri&Co's supplier companies shall, at all times and in all places, act according to the current legislation and international laws applicable to the Group, at all times respecting the **Universal Declaration of Human Rights** and conventions developing it, as well as the principles concerning the rights established by the **International Labor Organization** associated with the **Fundamental Principles and Rights at Work** and the eight Fundamental Conventions that develop it.

This implies the supplier company disseminating and promoting such respect in its procurement chain.

Consequently, the responsibility for ensuring respect for Human Rights and Fundamental Rights at Work entails, at least:

- Eradicating all forms of child labor and slavery.
- Eliminating all forms of forced or compulsory labor.
- Facilitating and promoting freedom of association and collective bargaining.
- Treating the persons hired with dignity and respect, without subjecting them to any type of abuse, intimidation or violence.
- Eliminating all discriminatory behavior based on sex, race, sexual identity, religion beliefs, political opinion, social origin, disability or any other personal physical or social condition.
- Ensuring safe and healthy working conditions based on local and international applicable regulations concerning occupational safety, hygiene and health.
- Ensuring working hours respecting the maximum work schedules established in local and international regulations, applying the most favorable standard principle for the persons hired.
- Ensuring one of the minimum salaries set forth locally and/or by the international law, applying the most favorable standard principle for the persons hired.
- Respecting the rights and customs of the local communities and indigenous people where operations are carried out.

2.2 Environmental Commitment

Citri&Co's supplier companies shall develop their corporate operations protecting the environment, pursuant to the current legislation and the Group's internal regulations, doing their best to mitigate or minimize negative environmental impacts resulting from their operations. This implies, at least:

- ✓ Having preventive measures in place with respect to contamination and waste management.
- ✓ Using land and water sustainably.
- ✓ Establishing measures for biodiversity and ecosystem protection.

- ✓ Favoring the responsible use and consumption of resources and raw materials, especially those that entail a serious hazard to environmental degradation.

2.3 Ethical Commitment

All of Citri&Co supplier companies shall maintain ethical and exemplary behavior based on the corporate code of ethics and the corporate integrity framework, developing their operations according to the current legislation, as well as complying with, and enforcing, the obligations and commitments agreed upon with Citri&Co.

Additionally, supplier companies shall promote and maintain business relations with other organizations who also comply with law, establishing the mechanisms required to ensure their enforcement among their supplier companies, in order to guarantee a comprehensive ethical management of Citri&Co's procurement chain.

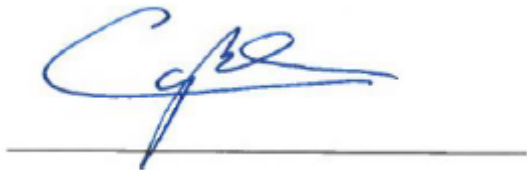
As a result, supplier companies shall fulfill the following commitments:

- Not being part of –directly or indirectly, or through intermediate third parties– acts of bribery, facilitation payments or similar instruments with respect to authorities, public servants, Group Personnel, collaborators or organizations related to Citri&Co.
- Channeling payments through third parties not identified in the contracts and/or agreements, order forms or similar instruments.
- Not accepting extraordinary payments not mentioned in the contracts and/or agreements, order forms or similar instruments that are not duly communicated, authorized and processed as urgent by the administrative and/or procurement personnel of the Group's company.
- Not carrying out or taking part in non-competition practices and/or practices that go against free competition.
- Safeguarding the confidential information, the worker has access to, due to the business relationship with Citri&Co.
- Knowing, being aware of, and promoting compliance with this code, Citri&Co's Responsible Procurement Policy and code of ethics among the personnel.
- Setting forth the procedures required to ensure understanding, compliance with, and promotion of the present code, Citri&Co's responsible procurement policy and code of ethics among the personnel.
- Participating, in good faith and a transparent way, in monitoring and follow-up activities that Citri&Co may perform, in order to comply with the application of its integrity framework and contractual obligations incurred.
- Communicating to Citri&Co any relevant information related to compliance with this code and the corporate behavior code and applicable legislation, particularly regarding food quality and safety, occupational health and safety, corruption, bribery, fraud, money laundering, violation of human rights and environmental law.

3 Non-compliance with the Code

Any violations of this code and Citri&Co's integrity framework shall be duly analyzed according to the company's internal procedures, taking the right measures based on the seriousness of the violation.

Citri&Co has made available to its supplier companies and other stakeholders that may be affected by its procurement activity, an ethics channel through which inquiries, suggestions, complaints or reports that may be deemed relevant can be made with respect to compliance with this code, and Citri&Co's procurement policy and Code of Ethics.



Carlos Blanc

Citri&Co Managing Director

October 10, 2022