



## Ecotone Supplier Code Of Conduct

### Table des matières

1. Ecotone’s commitments to sustainability, ethics and human rights .....	1
a. Commitment towards consumers .....	1
b. Commitment towards business partners.....	2
c. Commitment towards the world around us .....	2
d. Principles regarding assets and resources .....	2
e. Information security .....	2
f. Bribery/corruption and records of transactions .....	2
g. Gifts and favours .....	3
2. General principles .....	3
3. Supplier Ethical Data Exchange: .....	5

### 1. Ecotone’s commitments to sustainability, ethics and human rights

In the last 20 years, we have built a leading player in sustainable and organic food.

Today we are the largest international food brand to fully become a B Corp.

We work across 7 key countries, with over 15 leading and purposeful brands that are over 80% organic, 95% vegetarian and all GMO free

We are determined to do more.

We are determined to act boldly to grow biodiversity by taking **bold battles to promote Food that is better for People and Biodiversity:**

- Improve health and contribute to preserving the environment through a portfolio of mainly organic products => Constantly increase the proportion of organic sales in our assortment and reach 90% by 2030.
- Enhance food and agricultural biodiversity by diversifying species in our recipes => Increase the % of non-standard species to more than 2/3 by 2030.
- Contribute to biodiversity preservation and ecosystems restoration by developing agri-chains fostering biodiversity (preservation of natural habitats, crop rotation, organic and regenerative agriculture...) => Engage to have 1/3 of our volumes of purchased strategic raw materials sourced with agri-chain applying practices enhancing biodiversity beyond the organic standard.

#### a. Commitment towards consumers

Ecotone is convinced that it is contributing to the longer-term well-being of its consumers by delivering healthier products. That is why Ecotone expects all its suppliers to manufacture



products with the greatest care, guaranteeing the highest degree of food safety, and a reliable and transparent supply chain. The products and services will be accurately and properly labelled, advertised and communicated.

Suppliers shall respect consumer privacy and will always deal with consumers in a fair and forthright manner, maintaining the highest levels of integrity.

#### b. Commitment towards business partners

Ecotone's objective is to pursue mutually beneficial relationships with its customers, suppliers and business partners. Ecotone seeks to award business to business partners who are committed to act fairly and with integrity towards their stakeholders and who observe the applicable laws in the countries in which they operate.

Ecotone expects its suppliers to have a shared responsibility for supply chain transparency as well as on the other aspects of sustainability.

#### c. Commitment towards the world around us

Suppliers shall recognize that they are part of a larger system and take responsibility in managing their impact on the world around us. Suppliers shall be committed to act as a responsible corporate citizen, observing best business practices, labour, health, safety and environmental standards in all countries in which it operates. Suppliers shall strive to minimise the negative impact of products and processes on the environment, as it regards themselves as part of the ecological chain. Suppliers shall respect and support the fundamental human rights of all parties in society affected by its business. Suppliers shall support the principle of fair competition as the proper basis for conducting their business and observes applicable competition laws and regulations.

#### d. Principles regarding assets and resources

Suppliers will safeguard and only make appropriate use of Ecotone assets and resources and confidential information disclosed to them by Ecotone. This includes Ecotone properties, assets, proprietary interests, financial data, trade secrets, corporate information and other Ecotone rights. Ecotone assets and resources as well as corporate opportunities are only to be used to pursue and achieve Ecotone goals and not for the suppliers' benefit.

#### e. Information security

Confidential information is defined as that which is not generally known outside Ecotone and which, if released in the public domain, could be detrimental to the commercial and other interests of Ecotone. Suppliers are required to ensure that this kind of information which has been disclosed to them is not revealed to any third party without Ecotone's prior approval.

#### f. Bribery/corruption and records of transactions

Ecotone expects its suppliers to compete for business fairly, on the merits of its products and services. Bribes in any form are unacceptable to Ecotone. Any personal payments or bribes to individuals employed by Ecotone's suppliers, to government or regulatory officials or receipts of bribes or personal payments by Ecotone employees are strictly prohibited. Ecotone expects its suppliers to strive for compliance with the highest levels of transparency and accountability throughout its company. Records of transactions should be maintained in an accurate, complete and timely manner in accordance with the relevant accounting principles. No unrecorded funds or assets should be established or maintained.



#### g. Gifts and favours

In general, personal gifts or favours of a commercial value of €250 (or the equivalent) or above, may not be made or accepted by any Ecotone employee.

## 2. General principles

Ecotone expects suppliers to comply with the following:

- **Compliance with law:** Suppliers are a responsible partner in society, acting with integrity towards all its stakeholders and others who can be affected by their activities. Suppliers shall observe the applicable laws of the countries in which they operate. Additionally, suppliers shall ensure that their products, services and shipments adhere to all applicable international trade compliance laws, rules and regulations
- **Environment:** Suppliers – in line with their commitment to sustainable development – shall do all that is reasonable and practicable to minimize adverse effects on the environment
- **Product safety:** Suppliers shall at all times supply safe products and services
- **Free market competition:** Suppliers shall support free market competition as the basis for conducting their business and shall observe applicable competition laws and regulations
- **Human rights:** Suppliers shall support and respect human rights and strive to ensure that their activities do not make them accessory to infringements of human rights
- **Labour rights:** Ecotone recognises that the greatest impact we have on human rights is on the rights of workers in your supply chain. Suppliers shall uphold the human rights of workers and treat them with dignity and respect. Accordingly, suppliers shall comply with the following ILO based principles:
  - **Forced Labour:**
    - Suppliers shall not use forced labour, including prison labour, bonded labour, or involuntary prison labour
    - Workers shall not be required to lodge “deposits” or identity papers with their employer and must be free to leave their employer after reasonable notice
  - **Freedom of Association and Collective Bargaining:**
    - Suppliers shall recognize and respect the right of workers to freedom of association and collective bargaining
    - Suppliers shall not discriminate against worker representatives or restrict their access to carry out representative functions in the workplace
  - **Health and Safety:**
    - Suppliers shall comply with applicable health and safety laws and regulations and provide a safe and healthy working environment where steps are taken to prevent accidents and injury to health occurring within or arising out of the course of work, or as a result of the operation of employer facilities
    - Suppliers shall provide regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers



- Access to clean toilet facilities and to potable water and, if appropriate, sanitary facilities for food storage, shall be provided
- Accommodation, where provided, shall be clean, safe and meet the basic needs of workers
- Responsibility for health and safety shall be assigned to a senior management representative
  
- **Child labour:**
  - Suppliers shall not employ people younger than 15, or the minimum age for completing compulsory education in the country of manufacture, whichever is higher
  - Suppliers shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child
  - Young persons under the age of 18 shall not be employed at night or in hazardous conditions
  
- **Wages and Benefits:**
  - Suppliers shall pay workers at least the minimum wage required by local law, or the prevailing industry wage if no minimum wage law applies and shall provide legally mandated benefits. Wages shall always be enough to meet basic needs and to provide some discretionary income
  - Suppliers shall provide workers with written and understandable information about their employment conditions and wages
  - Suppliers shall not deduct money from wages as a disciplinary measure nor shall any deductions from wages that are not provided for by national law be permitted without the express permission of workers concerned
  
- **Hours of Work:**
  - Workers should not be required to work more than 48 hours a week on a regular basis and 60 hours a week at a maximum except in extraordinary business circumstances. Workers should be granted at least one day off in every seven-day period or, where allowed by national law, 2 days off in every 14-day period
  - Suppliers shall not require workers to work overtime and shall compensate overtime at a premium rate
  
- **Non-discrimination:**
  - Suppliers shall not subject any person to discrimination in employment (including hiring, salary, benefits, advancement, discipline, termination, or retirement) based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union membership or social or ethnic origin
  
- **Regular employment is provided:**
  - To every extent possible work performed must be on the basis of recognised employment relationships established through national law and practice



- Suppliers shall not avoid their obligations to employees under labour or social security laws and regulations arising from regular employment relationships through the use of labour-only contracting, sub-contracting and home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.
- **Harassment and Abuse:**
  - Suppliers shall treat every employee with respect and dignity, and shall not subject any employee to physical, sexual, psychological, or verbal harassment or abuse or other form of intimidation.
- **Third party labour agencies**
  - Relationships with labour agencies shall be covered by contracts and Service Level Agreements which meet national legal requirements and the requirements of this Code of Conduct.
  - Labour agencies should be audited on a regular basis to ensure compliance with this Code and national legal requirements.
- **Smallholders**
  - Where smallholders exist in the supply chain, suppliers will contract with them responsibly ensuring that smallholders basic incomes are met
  - Suppliers shall work with smallholders to ensure they meet the relevant requirements of the Code of Conduct
- **Gender Balance**
  - Suppliers shall promote gender balance, i.e. promoting equal participation of women and men in all areas of work, projects or programmes and promoting equal rights, responsibilities and opportunities for women and men.
- **Modern Slavery statement**
  - Suppliers which carry on a business or part of a business in the UK and which have a total turnover of £36 million and above are required to prepare a slavery and human trafficking statement for each financial year and to publish this.

### 3. Supplier Ethical Data Exchange:

All Ecotone's suppliers (except NPI suppliers\*) must register on [SEDEX](#), the Supplier Ethical Data Exchange, in order to show their compliance with the labour requirements of our Code of Conduct. Suppliers will be expected to work with Ecotone to resolve instances where the Code of Conduct is not being complied with and will not continue doing business with companies who are unwilling to work with us to resolve ethical issues.

\*NPI: Non Productive Items.