



Royal Cosun Supplier Code of Conduct

Version 3 December 2024



Why a Royal Cosun Supplier Code of Conduct?

At Royal Cosun (“Cosun”) we feel responsible to protect the planet, the people, and plants for the next generations. Our plant-based business and the related value chain therefore need to become future proof. Our Suppliers will play a pivotal role in making this a success. This *Royal Cosun Supplier Code of Conduct* (hereinafter “Code”) is a first step to embark you, our Supplier, on this vital journey, our journey. Signing this Code will show your (business) commitment to general standards throughout your value chain. Some vital ones are stated below, but by no means is our journey limited to these standards. Cosun believes that these measures will help build trust among consumers and stakeholders, and contribute to creating a better world.



This Code is applied throughout all business groups of Cosun, like Cosun Beet Company, Aviko, Sensus and Duynie.

What are our company principles?

Together, respect, sustainable and dedication.

Within Cosun and its business groups, we all follow the [same set of principles](#). These principles serve as guidelines for our behaviour and the considerations and choices we make. Our principles reflect the company we want to be and the behaviour that goes with these principles. We translate these principles into proper behaviour by carefully considering what is and isn't appropriate and why. We expect our Suppliers to abide by the same standards and to make reasonable efforts to encourage compliance by their suppliers.

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Human and Labour Rights

1. Human Rights

The Supplier conducts activities in a manner that respects human rights as set out in “[The United Nations Universal Declaration of Human Rights](#)”, and will work to ensure respect for human rights along the supply and value chain.



2. Freedom of employment

The Supplier respects the free choice of employment and the freedom of movement of employees. None of its employees shall pay for their job. Fees and costs associated with recruitment and employment should be paid by the Supplier. All employees, including contract workers, should work freely. The Supplier shall pay these employees regularly.

3. Freedom of association and collective bargaining

The Supplier respects the right of employees to freedom of association and collective bargaining. When operating in countries where trade union activity or where free and democratic trade union activity is not allowed under local law of regulations, Supplier shall respect this principle by allowing workers to freely elect their own representatives with whom the company can conduct a dialogue about potential workplace issues.

4. Safe & Healthy environment

The Supplier provides a safe and healthy working environment for its employees. The Supplier shall make its employees aware of the applicable (statutory) working conditions. The Supplier will provide safe tools, equipment and vehicles that are suitable for the work that is undertaken. The Supplier shall ensure that its employees are competent for the work and are trained in the safe use of the tools, equipment and the vehicles they operate. The Supplier's employees are empowered to stop unsafe work and report incidents and unsafe work practices. When working for Cosun at our facilities or remotely, Supplier and Supplier's employees must adhere to applicable health and safety procedures and work instructions.

5. Child labour

The Supplier respects the rights of each child as stated in the "Convention on the Rights of the Child", including the right to education, the right to rest and play and the right to have basic needs met. The Supplier will not engage in, or allow child labour, within their facilities or in those of their Suppliers. The Supplier follows the International Labor Organization definition of the minimum age for admission to employment or work.

6. Wages and benefits

The Supplier pays its employees fair wages for work performed. The Supplier observes the statutory minimum wage set in the country in which it operates. Where the statutory minimum wage is non-existent or not sufficient to meet basic needs, the Supplier strives to pay employees enough to ensure a decent standard of living to satisfy basic needs for the employee and their families.

7. Reasonable working hours

The Supplier complies with local laws, regulations and local customs with regard to working hours and overtime. The Supplier recognizes the right to sufficient rest and leisure, and therefore aims to prevent their employees from working excessive hours. Supplier will strive to support employees in balancing their work and family duties.

8. Harassment & discrimination

The Supplier avoids physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace. Supplier's employees are treated equally and fairly, based on the principle of non-discrimination. The Supplier respects cultural and individual diversity and promotes inclusivity. The Supplier employs, rewards and promotes based on the principle of equal opportunity, without distinction according to race, colour, gender, sexual orientation, religion, culture, country, national or social origin, age or other status. This means the Supplier makes employment decisions, including hiring, placement, promotion, development, training and compensation, based on factors such as qualifications, experience, performance, skills and potential.

9. Maternity protection & parental leave

The Supplier must ensure that work is organized so that pregnant employees can work safely and healthy, and that work does not negatively impact pregnancy and breastfeeding. Employees who experience difficulties during pregnancy should be able to discuss this with their manager and the occupational health professional to find a solution. Additionally, the Supplier must comply with legal requirements concerning parental leave.

Business Ethics

1. Compliance with applicable law and regulations

Cosun always complies with national and international law and regulations and condemns any form of criminal activity nor does Cosun engage in business practices where proceeds of crime are involved. Also our Suppliers have to condemn collaboration with dishonest Suppliers or individuals suspected of criminal activity and are expected to adhere to national and international laws and regulations, obtain all necessary permits, and uphold principles of good corporate governance with an emphasis on continuity and integrity. Cosun avoids any involvement with parties and countries listed on the UN or EU sanction lists or the Politically Exposed Persons list, and Supplier has to abide by the same.

2. Bribery & corruption

The Supplier prohibits any form of bribery, in any place, at any time. The Supplier never accepts, asks for, engages in, makes, offers, promises, or authorizes any bribes. Bribery refers to the act of giving or receiving anything of value to or from any person, to obtain or retain business, influence decisions, or secure an improper advantage. Cosun expects the Supplier to report relevant concerns immediately to their Cosun contact or through [Cosun SpeakUp service](#).

3. Conflicts of interest

The Supplier ensures that all employees prioritize decisions that align with the best interests of Cosun, avoiding conflicts of interest between the company's interests and their personal interests. Compliance with this requirement is expected from the Supplier, along with cooperation to uphold it. Furthermore, any potential conflicts of interest should be promptly disclosed to Cosun to enable appropriate action.

4. Fair competition

The Supplier supports an open, fair and competitive business environment and will not engage in price fixing or other unfair trade practice.

Environment

The Supplier is expected to proactively demonstrate commitment to environmental and climate protection through ongoing improvements. These commitments encompass but are not limited to:



- Implementing energy-saving measures and reducing emissions of carbon dioxide and other harmful greenhouse gases.
- Engaging in responsible and traceable procurement of products and their components, particularly those containing ecologically and/or socially critical raw materials.
- Promoting waste sorting, reuse, processing, and recycling initiatives.
- Continuously optimizing product reusability and/or recyclability.
- Restricting water consumption and enhancing water quality.
- Preventing local pollution, including spills, airborne particles, noise, and light emissions.
- Contributing to biodiversity enhancement efforts.
- Avoiding the use of resources whose extraction harms the environment.
- Minimizing the adverse environmental impacts of products throughout their lifecycle.
- Establishing or committing to implementing an environmental quality management system in line with ISO14001 standards or similar within an agreed timeframe.

Reporting (suspected) violations – Cosun SpeakUp

Cosun encourages its Suppliers and their employees who have reasonable grounds to suspect misconduct within Cosun to report it, including (suspected) violations of this Code. Additionally, Cosun has implemented (anonymous) reporting policies and procedures for whistleblowers.

In the event of any (suspected) misconduct the Supplier is encouraged to communicate with our management. If that is not suitable, the Supplier can reach out to Cosun SpeakUp. Cosun wants to make it clear to whistleblowers that they will not be subjected to unfair treatment or measures against them if they report (suspected) misconduct, or suspected misconduct in good faith.

For further information; [Regulation on reporting \(suspected\) misconduct](#).

Audit

Cosun reserves the right to verify Supplier's compliance with this Code through (external) audits. Evidence of inconsistent compliance may impact the continuation of the relationship between the Supplier and Cosun.



In the event of non-compliance, Cosun will collaborate with Supplier to rectify the situation within a reasonable timeframe. If a Supplier fails to address the non-compliance, Cosun retains the right to terminate the relationship without any obligation to pay any expenses, costs and/or damages whatsoever nor specific performance to the Supplier or other remedy.

Signature

By signing this Code, the Supplier hereby irrevocably guarantees that it and each of its (direct and indirect) subsidiaries shall comply with this Code. Supplier ensures that its employees and directors, and that each of its (direct and indirect) subsidiaries and their employees and directors, are aware of the contents of this Code.

Cosun reserves the right to independently amend the Code in the event of strategic or legal changes. Cosun will timely inform the Supplier about the new version of the Code. The amended version will automatically apply and can be consulted on the Cosun website: [De plant is onze held - Cosun](#).

Signing

Cosun requires Supplier to sign this Code. By signing, Supplier declares its irrevocable commitment to comply with the content of this Code.

Supplier _____

Authorised representative for _____

Position _____

Date _____

Signature _____