



AGROPUR'S SUPPLIER CODE OF CONDUCT

The Agropur Cooperative Supplier Code of Conduct (hereinafter referred to as the “Code”) is a key part of Agropur’s commitment to corporate social responsibility and ethical business sourcing practices.

It sets forth Agropur’s expectations in regards to responsible supply chain practices within the four pillars of responsible sourcing: i) Human Rights, ii) Health and Safety, iii) Ethics, and iv) Environment.

To this end, Agropur expects Supplier and any of its subsidiaries, affiliates and subcontractors (each a « Supplier ») to operate, at all times, in accordance with the principles of this Code and in full compliance with all applicable laws and regulations.

Agropur, or its designated third party, may verify Supplier’s continuous compliance with the Code. If Supplier fails to demonstrate compliance with the principles set forth herein, Agropur reserves the right to terminate its business relationship with Supplier.

1. Labor Standards

1.1. Prohibit Use of Child Labor

Supplier cannot hire employees who are under the minimum local legal employment age or who have not yet finished their mandatory schooling and in any case who are under the age of 15 (or 14 years of age where local law allows).

1.2. Working Hours

Supplier must ensure that their employees work in compliance with all applicable laws and regulations with respect to working hours and days of rest. Supplier will not exceed prevailing local work hours except where workers are appropriately compensated for overtime and any overtime worked shall be voluntary.

1.3. Wage and Benefits

Supplier will, at a minimum, provide wages and benefits that comply with the laws of their country of operation.

1.4. Forced Labour

Supplier must not use forced labour. All employment must be voluntary, and workers shall be free to leave work at any time or terminate their employment.

1.5. Employment Practices

Supplier shall only employ workers who are legally authorized to work in their facilities and are responsible for validating employee’s eligibility to work through appropriate documentation.

1.6. Freedom of Association & Collective Bargaining

Supplier must respect their employee’s right to choose to join or to have recognized employee representation in accordance with all applicable laws and regulations.



1.7. Fair and Equal Treatment

Supplier must, at all-time, treat fairly, with dignity and respect their employees. Supplier shall not discriminate against any employee based on race, color, religion, gender, national origin, age, disability or sexual orientation in hiring and other employment practices. Supplier must provide a workplace free of harassment and abuse for its employees. Any form of psychological, physical, sexual or verbal abuse, intimidation, threat or harassment must not be tolerated.

2. Health & Safety and Ethics

2.1. Health & Safety

Supplier shall provide their employees with a safe and healthy working environment consistent with all applicable laws and regulations. Supplier is also responsible for integrating comprehensive health and safety management practices and job-specific safety training into their business. Agropur expects Supplier to be committed to and support the improvement of the health and safety of their operations and employees.

2.2. Confidentiality

Supplier shall (i) treat all information provided by Agropur as confidential information, (ii) not disclose such information to a third party without Agropur's written consent and (iii) not use such information for any purpose other than the execution of its obligations as Agropur's supplier. This requirement shall survive the termination of the relationship between Agropur and the Supplier.

2.3. Whistleblower Protection

Supplier is encouraged to provide an anonymous complaint mechanism for managers and workers to report workplace grievances. Supplier shall protect whistleblower confidentiality and prohibit retaliation.

2.4. Conflict of Interest

Supplier are expected to promptly report any actual or potential conflict of interest and notify Agropur if there is any concern that an employee of Agropur may have an interest of any kind in the Supplier's business.

2.5. Business Integrity

Supplier shall compete fairly and ethically for Agropur's business, without any illegal or improper inducements or advantages, the whole in accordance with all applicable competition and anti-corruption laws and regulations in each country in which they operate. Supplier shall not engage in any form of bribery, kickbacks, corruption, collusion, extortion or embezzlement to obtain an unfair or improper advantage.

3. Environment

3.1. Environmental Sustainability

Supplier shall be operating in respect with all applicable environmental laws and regulations in the countries in which they operate. In addition to complying with all applicable environmental laws, Agropur expects Supplier to continually improve its own environmental performance.



3.2. Hazardous Materials and Product Safety

Supplier shall identify hazardous materials, chemicals and substances, and ensure their safe handling, movement, storage, recycling, reuse and disposal. All the applicable laws and regulations related to hazardous materials, chemicals and substances shall be strictly followed.

3.3. Resource Consumption and Waste Minimization

Supplier is encouraged to have a plan to optimize their consumption of natural resources, including energy and water. Prior to discharge or disposal, Supplier shall categorize and treat wastewater and solid waste appropriately and per applicable laws and regulations.

4. Governance

4.1. Audits and Assessments

Supplier shall perform periodic evaluations of its facilities and operations, and the facilities and operations of its subcontractors and next-tier suppliers to ensure compliance with this Code and all applicable laws and regulations. Supplier shall have an ongoing process to obtain feedback on its practices related to this Code and to foster continuous improvement.

4.2. Gifts

Agropur employees are prohibited to receive any gifts from our suppliers, over an annual value of 15\$.

Participation to social event organized & paid by Supplier is also strictly limited to the purpose of conducting business and charities / causes supported by Agropur Cooperative, and require approval by Agropur's Senior Management. Supplier is expected to respect these policies.

4.3. Books and Records

Supplier shall maintain accurate and transparent books, records and accounts to demonstrate compliance with applicable laws and regulations and this Code.

4.4. Questions

Supplier shall direct any questions it may have regarding this Code to its usual Agropur contact.