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At NUTEC France, we are committed to upholding high ethical and legal standards by promoting human rights, respecting labor rights, and prioritizing social responsibility and sustainability in all our processes. This code sets forth the fundamental principles we expect from all our suppliers and business partners as a decisive factor in establishing or maintaining a business relationship with NUTEC France.

The following principles constitute our compliance expectations, in accordance with international best practices and applicable national regulations:

**1.** The supplier must hold all necessary legal licenses and authorizations appropriate to the nature of its business.

**2. Respect for Human Rights**

NUTEC France requires its suppliers to fully respect human rights, ensuring a work environment free from any type of abuse or threat, degrading treatment, or discrimination. The dignified and fair treatment of all workers is a priority. The supplier must take corrective action if cases of forced labor or human trafficking are detected, prioritizing the individual's interests above all else.

**3. Compliance with International and National Labor Standards**

All suppliers are required to comply with national labor laws and international labor rights standards, including those regarding working hours, compensation, breaks, and leave. The dignity and fundamental rights of workers are non-negotiable. The supplier must ensure that all its employees are fully aware of their labor rights.

**4. Prohibition of child labor and slavery**

All NUTEC France suppliers must guarantee that they do not use child labor, forced labor, or slavery. It is the responsibility of each supplier to implement verification and monitoring mechanisms throughout their supply chain.

**5. Equal Opportunity and Non-Discrimination**

Suppliers must adopt equal opportunity and inclusion policies, ensuring a work environment free from any discrimination based on race, gender, sexual orientation, age, religion, nationality, disability, or any other aspect protected by law. In the event of medical testing, employee data must be protected.

The supplier commits to establishing and maintaining an effective grievance mechanism that allows workers and local communities to raise their occupational, social, or environmental concerns without fear of retaliation.

**6. Fair Wages and Benefits**

Workers must receive fair wages and adequate benefits, in accordance with local laws and standards, that enable them to meet their basic needs and improve their quality of life; the

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worker must have proof of wages received, and the supplier must maintain a record of hours worked. It is prohibited to withhold wages, personal belongings, or benefits, except where required by law. The supplier must guarantee and agree in writing to the terms of employment for its employees, to ensure the protection and safety of both parties. Workdays must not exceed the legally permitted maximum; overtime must be voluntary, agreed upon through a collective bargaining agreement or in writing, and compensated in accordance with the law. Additionally, employees must be granted at least one day off for every seven days worked.

### **7. Occupational Health and Safety**

All NUTEC France suppliers must implement and maintain workplace health and safety measures and conditions to protect the health and safety of their employees. This includes access to first aid, the assessment and mitigation of occupational hazards, and the creation of a safe and healthy work environment.

### **8. Right to Organize and Collective Bargaining**

Workers have the right to freely associate, organize into unions, and participate in collective bargaining. NUTEC France requires its suppliers to respect these rights and to refrain from taking any retaliatory action against employees who wish to exercise them.

### **9. Environmental Responsibility and Sustainability**

Suppliers must comply with all applicable local environmental laws and regulations, including obtaining and maintaining the necessary permits, licenses, and registrations, as well as meeting operational and reporting requirements to ensure adequate environmental monitoring. They are required to adopt processes that respect ecosystems and contribute to environmental preservation.

### **10. Social Responsibility and Community Contribution**

NUTEC France expects its suppliers to be committed to social responsibility by contributing positively to their communities and acting ethically in all their operations. Collaboration for local development and transparency are essential elements of this responsibility.

### **11. Ethics, Transparency, and Anti-Corruption**

It is essential that all suppliers of Nutec France, which is part of the NUTEC GROUP, conduct themselves in an ethical and transparent manner in all their activities. Cor , bribery, and all abusive practices are strictly prohibited. The NUTEC GROUP reserves the right to conduct audits to ensure compliance with these principles and to take action in the event of violations.

### **12. Disciplinary Practices**

Suppliers must have disciplinary procedures in place; these must be documented in writing, accessible to all employees, and ensure consistent application. They must detail the grounds for disciplinary action, the corresponding measures, the levels of warnings, and the individuals responsible for making decisions. The procedures must comply with local

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legislation and collective bargaining agreements, and include appeal mechanisms through the grievance system.

### **13. Worker Housing**

The supplier must ensure safe, healthy, and clean conditions in all areas, including work areas, break areas, the cafeteria, and housing (if applicable). The supplier must implement clear procedures to protect occupational health and safety, as well as ensure access to drinking water, clean restrooms, and, where applicable, hygienic kitchens and adequate food storage.

### **14. Indigenous Peoples**

Suppliers must respect the right of indigenous and local communities to grant or withhold their free, prior, and informed consent regarding operations on lands over which they have legal or traditional rights.

### **15. Water Use**

The supplier commits to managing water responsibly, recognizing that water is a vital shared resource.

### **16. Waste Management**

Suppliers must properly manage all waste generated, particularly waste that may cause pollution, foul odors, or health risks. This includes organic, inorganic, and hazardous waste, which must be disposed of in accordance with local regulations, using methods such as recycling or incineration to avoid any negative impact on the environment.

### **17. Effluent Management**

Suppliers must use water responsibly in their production processes, avoiding the depletion of surface and groundwater. In addition, they must follow good agricultural practices to protect water quality by minimizing pollution from chemicals, fertilizers, erosion, and other sources.

### **18. Energy Use and GHG Emissions**

Suppliers must use energy and raw materials efficiently to improve their economic and environmental sustainability. It is recommended to adopt new technologies and share best practices to reduce fuel, electricity, and water consumption, as well as to monitor greenhouse gas (GHG) emissions.

### **19. Management of Hazardous Substances**

Suppliers must have up-to-date safety data sheets and technical data sheets for all hazardous substances used, and must provide them.

**20.** The supplier must inform NUTEC France of any changes regarding any of the principles set forth in this Code of Conduct.

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- 21.** NUTEC France asks you to extend this Code of Conduct to suppliers who, in turn, provide you with ingredients used in our raw materials
- 22.** The supplier must expressly notify NUTEC France that it complies with this Code of Conduct and that it undertakes to respect these principles.
- 23.** NUTEC France reserves the right to suspend purchases from ingredient manufacturers that do not comply with the Supplier Code of Conduct.

NUTEC France thanks you in advance for your understanding and support. We remain at your disposal for any questions or clarifications.