

## **1. OBJECTIVE AND SCOPE**

The Le Gouessant group is committed to diverse and sustainable agriculture, which meets everyone's food needs, ensures the sustainability of our members and the satisfaction of our customers. Guided by this mission, we all share the same pride in the work we have accomplished, farmers, employees and partners alike.

We are committed to managing and developing our business activities in a responsible and sustainable way. As such, the Le Gouessant group would like its suppliers to share its practices in terms of ethics, social responsibility and environmental protection, and calls on them to comply with this Supplier Code of Conduct.

Our Code of Supplier Conduct establishes the minimum practices and standards that Suppliers must apply when doing business with all Le Gouessant Group entities. Farmers who provide a collection service for one of the Group's entities are not considered to be Suppliers.

Our Supplier Code of Conduct applies to all "Suppliers" of the Le Gouessant Group, and particularly to:

- raw materials suppliers;
- ingredient supplier;
- suppliers of finished products;
- suppliers of packaging components;
- service providers;
- suppliers' subcontractors.

Our Supplier evaluation and referencing process takes our Supplier Code of Conduct into account. In the event of non-compliance with this Code of Conduct by one of its Suppliers, the Le Gouessant Group reserves the right to re-examine and possibly terminate its commercial relationship with this Supplier.

Please note that this document may be updated from time to time with or without prior notice.

## **2. SUPPLIER CODE OF CONDUCT**

As a supplier of the Le Gouessant group, the following rules will be complied with and applied:

### **2.1. Compliance with regulations**

- Compliance with the laws and regulations applicable in each of the countries in which the Supplier operates. All the Supplier's employees are required to be familiar with them and to comply with them.
- Compliance with tax obligations according to the deadlines and amounts set by law.

### **2.2. Employment practices and human rights**

- Respect for human rights as set out in international conventions and local laws.
- Respect for the fundamental rights of the Supplier's workers, the right to dignity and non-discrimination.
- Pro-active promotion of diversity and inclusion within its organisation.
- The safety of employees in their working environment is a priority for the Supplier. This priority also includes the Le Gouessant delivery channel. Equipment and facilities are maintained, risk prevention measures are put in place, safety training is provided and regular audits are carried out.
- Compliance with local regulations on working hours (maximum number of hours), rest periods and holidays.
- Establishment of clear employment contracts; the supplier ensures that its employees have understood and accepted all the terms of this employment contract
- Commitment not to pay employees less than the legal minimum wage, in compliance with applicable laws and regulations. Salaries are paid regularly and directly to employees.
- Commitment not to use child labour in the Supplier's activities and compliance with the ILO (International Labour Organisation) Convention on the minimum age.
- Refusal to use forced labour or any other form of compulsory labour.

- Commitment not to resort to illegal or undeclared work.
- Openness to social dialogue, because it helps to improve working conditions and promote social justice. The Supplier respects the right of workers for collective bargaining and to create or join labour organisations of their choice without any sanction, discrimination or harassment.
- In the event of disciplinary measures, they are established to respect the dignity and health of the employees.
- When employees are accommodated on the work site, the Supplier undertakes to provide safe, decent and clean accommodation.

### **2.3. Integrity and professional ethics**

- Act with integrity in all professional interactions, avoiding conflicts of interest. Practices such as corruption, bribery, extortion and other forms of dishonest behaviour are strictly prohibited.
- The limitation of gifts and invitations to acceptable courtesy events within the framework of established business relationships, which are of limited scope and value and are offered openly and with complete transparency.
- Act fairly and ethically with regard to the activities of the Le Gouessant group, particularly in terms of competition law.
- Compliance with applicable national laws and international treaties on intellectual property.
- All Le Gouessant Group technical, commercial and financial data is kept confidential.
- Compliance with applicable data protection laws and regulations and a commitment to best practice in preventing unauthorised access.
- Immediate notification given to the Le Gouessant group in the event of data leaks and/or violations.
- We undertake to be vigilant about the positions we take in public so as not to damage the image of the Le Gouessant Group.

## **2.4. Food safety**

- Compliance with current food safety standards in all aspects of the supplier's production and distribution, particularly European Regulations 178 -2002 et 183-2005.
- With the aim of excellence in product quality, each of the Supplier's employees is responsible for maintaining high quality standards in all aspects of their work.
- All employees are required to report any food safety concerns immediately to their Le Gouessant contact.
- Implementation of rigorous quality control systems and traceability of the origin of the raw materials or component parts of the Le Gouessant contract products from the moment of their production.

## **2.5. Environmental responsibility**

- Committed to measuring and minimising its environmental impact, the Supplier adopts sustainable production and distribution practices.
- The reduction of waste and effluent, the efficient use of resources, the reduction of water and energy consumption, the prevention of pollution, reuse and recycling practices are an integral part of the Supplier's remit.
- Protection of biodiversity throughout the value chain. This includes, in particular, biodiversity on operational sites, protected habitats, oceans, ecosystems, forests and other areas of high conservation value.
- Committed to reducing greenhouse gas emissions in all activities and throughout the value chain (scopes 1, 2 and 3)
- Ensures responsible sourcing by guaranteeing product traceability and transparency through control of the upstream chain.
- The Supplier shall comply with current international and national animal welfare standards, including those defined by:
  - The *Office International des Épizooties* or OIE (the world organisation for animal health).
  - National and European regulations on the protection of animals.

## **2.6. Transparency and communication**

- Promote transparent communication within the company, encouraging openness and the sharing of relevant information.
- Report any problems with the goods and services provided, particularly health and safety issues, to the Le Gouessant group.
- Respect contractual commitments and agreed deadlines. In the event of a breach or delay, the Supplier undertakes to communicate any potential difficulty or delay in a transparent and proactive manner.

## **3. SUPPLIER'S COMMITMENT**

The Supplier acknowledges that compliance with the principles set out in this Supplier Code of Conduct is a key element of the commercial relationship and undertakes to apply them and to implement a process of continuous improvement.

The supplier undertakes to pass on the same requirements to its own suppliers.

The Supplier undertakes to automatically declare to the Le Gouessant group any violation of this Supplier Code of Conduct.

## **4. CONTROL AND ACCESS TO INFORMATION**

The Le Gouessant Group expects its Supplier to ensure that appropriate and effective management systems, procedures and training guarantee ongoing compliance with the provisions of this Code.

The Supplier must be able to provide, upon request, any documentation or information attesting to its compliance with the Le Gouessant Supplier code of conduct.

The Le Gouessant Group reserves the right to verify the principles set out in this Code at its Supplier's premises, either through entities of the Le Gouessant Group or through authorised third parties.

**5. Supplier best practice charter self-assessment grid**

Themes	All rules relating to the theme are observed	One or more criteria are observed and developments to broaden the response to the other criteria of the theme are planned	None or few criteria are met, and the scope of the response is unlikely to change
2.1. Compliance with regulations			
2.2. Employment practices and human rights			
2.3. Integrity and professional ethics			
2.4. Food safety			
2.5. Environmental responsibility			
2.6. Transparency and communication			



**SUPPLIER CODE OF CONDUCT**

Created: 10/02/25

Page 7 | 7

**6. ACCEPTANCE FORM CONCERNING THE CODE OF CONDUCT FOR SUPPLIERS OF THE LE GOUessant GROUP**

In order to enter into a business relationship with an entity of the Le Gouessant Group, the Supplier hereby certifies that he has read this Supplier Code of Conduct and complies with its requirements. He acknowledges having received, read and understood it.

Company name:

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Registered with the RCS: .....

Legal Form: .....

Address: .....

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Surname, first name, position of the company's legal representative or any other authorised person:

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Place, date, Signature:

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Company stamp: