



Supplier Code of Conduct

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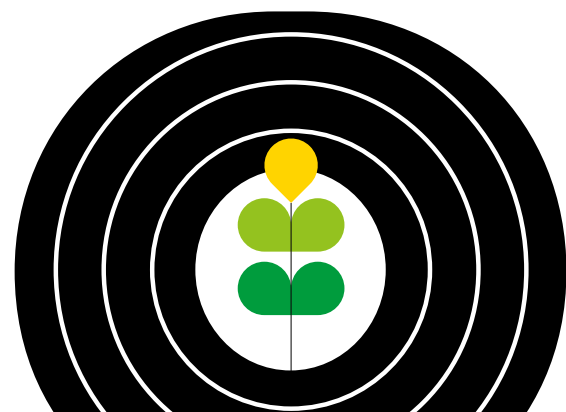
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1. Purpose and scope

The **Le Guessant group** is committed to diverse and sustainable agriculture, and strives to meet everyone's dietary needs whilst ensuring the long-term viability of its members and the satisfaction of its customers. Whether farmer, employee or partner, we all share the same sense of pride in the work we have achieved.

- We are committed to managing and developing our business in a responsible and sustainable manner. As such, the Le Guessant group expects its suppliers to share its standards in terms of ethics, social and environmental responsibility, and to comply with the principles set out in this Supplier Code of Conduct.
- Our Supplier Code of Conduct sets out the minimum practices and standards that suppliers must adhere to when working with all entities within the Le Guessant Group.

Our Supplier Code of Conduct applies to all of the Le Guessant group 'suppliers', and in particular:

- ✦ raw material suppliers ;
- ✦ ingredient suppliers ;
- ✦ finished product suppliers ;
- ✦ suppliers of packaging components ;
- ✦ service providers ;
- ✦ suppliers' subcontractors.

Our group's Supplier Code of Conduct does not apply to farmers, who are not regarded as suppliers for the purposes of this document.

The Le Guessant group reserves the right to update this Supplier Code of Conduct at any time. The current version is the one provided by the group.

Our annual assessment process takes the Supplier Code of Conduct into account. Any proven breach by a supplier of one or more of the provisions of this code may result in corrective measures and, where appropriate, lead to the suspension or termination of the business relationship.

2. Supplier Code of Conduc

As a supplier to the Le Guessant Group, please ensure you comply with and apply the following rules:

2.1 Compliance with regulations

The supplier undertakes to:

- ✚ Comply with the laws and regulations in force in each of the countries in which it operates. All the supplier's employees are required to be familiar with them and to comply with them.
- ✚ Fulfil their tax obligations within the time limits and in the amounts laid down by law.

2.2 Employment and human rights practices

The supplier undertakes to:

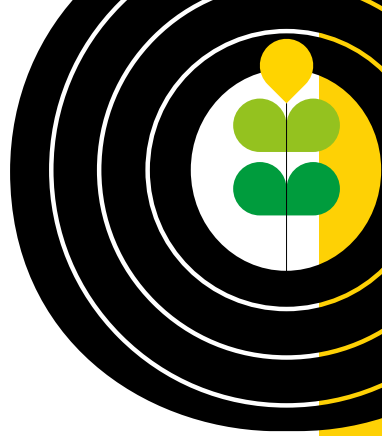
- ✚ Respect human rights as set out in international conventions and local laws.
- ✚ Respect the fundamental rights of its workers, in particular the right to dignity and the right to non-discrimination.
- ✚ Actively promote diversity, inclusion and equal opportunities within the organisation.
- ✚ Make the safety of staff in their working environment a priority. As such, the supplier ensures that its equipment and facilities are properly maintained, implements risk prevention measures, provides safety training and carries out regular audits.
- ✚ Comply with local regulations regarding working hours, rest periods and holidays.
- ✚ Draw up clear employment contracts and ensure that its employees have understood and accepted all the terms.
- ✚ Not to pay employees less than the statutory minimum wage, in accordance with the applicable laws and regulations.

- ✚ Not to use child labour and ensure that they comply with the ILO (International Labour Organisation) Convention on the minimum age.
- ✚ Not to resort to forced labour, clandestine labour, undeclared labour or any form of compulsory labour.
- ✚ Maintain a social dialogue that helps to improve working conditions and promote social justice. The supplier ensures that workers can negotiate collectively, join or form trade unions without fear of discrimination, disciplinary action or harassment.
- ✚ Ensure that any disciplinary measures are implemented in a manner that respects employees' dignity and health.
- ✚ Where employees are accommodated at the workplace, suppliers must provide safe, decent and clean accommodation.
- ✚ Establish a process for identifying, assessing and preventing risks of human rights abuses within its supply chain.

2.3 Integrity and professional ethics

The supplier undertakes to:

- ✚ Act with integrity in all professional dealings, whilst avoiding conflicts of interest. Practices such as corruption, bribery, extortion and other forms of dishonest behaviour are strictly prohibited.
- ✚ Limit gifts, invitations and other tokens of courtesy to those that are reasonable, in keeping with professional practice, of a moderate scope and value, and offered in a fully transparent manner.
- ✚ To act fairly and ethically in the Le Guessant group's business activities, particularly with regard to competition law.
- ✚ Comply with the relevant national laws and international treaties in force relating to intellectual property.
- ✚ Safeguard the confidentiality of all technical, commercial and financial data relating to the Le Guessant group.
- ✚ Comply with applicable data protection laws and regulations and commit to adopting best practices to prevent unauthorised access.
- ✚ Implement appropriate cybersecurity measures to ensure the protection of information systems and data, and to safeguard the continuity of business activities.
- ✚ Exercise caution when making public statements, as well as in the event of a cyber incident that could affect the group's operations, in order to safeguard the reputation of the Le Guessant group.



2.4 Food safety

The supplier undertakes to:

- ✦ Comply with current food safety standards in all aspects of production and distribution, in particular Regulations (CE) Nos. 178/2002, 852/2004, 853/2004, 183/2005 and 2073/2005, and any subsequent amendments thereto.
- ✦ Implement a documented HACCP approach tailored to its activities.
- ✦ Raise awareness amongst staff and provide them with regular training on best practice in food quality and safety, with a view to achieving excellence.
- ✦ Report any health and safety concerns to your contacts at Le Guessant immediately.
- ✦ Put in place rigorous control systems to ensure the quality and traceability of raw materials, ingredients, components and products supplied to the Le Guessant group, from their point of origin right through to delivery.
- ✦ Ensure that packaging and materials that come into contact with food comply with the relevant regulatory requirements regarding food safety and compliance.

2.5 Environmental responsibility

The supplier undertakes to:

- ✦ Measure and minimise their environmental impact, and adopt sustainable production and distribution practices.
- ✦ Incorporate into their practices waste and effluent reduction, efficient resource use, water and energy consumption reduction, pollution prevention, and reuse and recycling.
- ✦ Comply with the requirements of the European Regulation on packaging and packaging waste (PPWR).
- ✦ Preserve biodiversity throughout the value chain. This includes, in particular, biodiversity at operational sites, protected habitats, as well as the oceans, ecosystems, forests and other areas of high conservation value.
- ✦ Measure the greenhouse gas emissions associated with its activities on a regular basis and implement an action plan aimed at reducing them. Provide, on request, the data required to calculate the carbon footprint of products.
- ✦ Ensure a responsible supply chain by guaranteeing product traceability and transparency through its control of the upstream supply chain.
- ✦ Comply with current international and national standards on animal welfare, including those set out by:
 - The World Organisation for Animal Health (WOAH, formerly OIE).
 - National and European regulations on animal welfare.

2.6 Transparency and communication

The supplier undertakes to:

- ✦ Promote transparent communication within the organisation by encouraging openness and the sharing of relevant information.
- ✦ Report any issues relating to the goods or services provided to the Le Guessant group without delay, particularly any health and safety issues.
- ✦ Have a procedure in place for crisis management and product withdrawal/recall.
- ✦ Comply with contractual obligations and agreed deadlines.
- ✦ Proactively report any breach, difficulty or delay that may affect the fulfilment of its contractual obligations towards Le Guessant.



« Committed together to diverse and sustainable agriculture »

3 • Supplier commitments

Compliance with this Supplier Code of Conduct forms the basis of a lasting and trusting relationship between the Le Guessant group and its suppliers. These commitments reflect the suppliers' adherence to the ethical, social, environmental and governance requirements set out by Le Guessant.

- **The supplier acknowledges** that compliance with the principles set out in this Supplier Code of Conduct is a key element of the commercial relationship. The supplier 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 report** any breach of this Supplier Code of Conduct to the Le Guessant group without delay.

4 • Control and access to information

The Le Guessant group expects its suppliers to guarantee ongoing compliance with the provisions of this code within their organisations, through appropriate and effective management systems, procedures and training programmes.

- **The supplier** must be able to provide, on request, any documentation or information demonstrating that it has taken the Le Guessant Supplier Code of Conduct into account.
- **The Le Guessant group** reserves the right to monitor compliance with the principles set out in this code at its suppliers' premises, either through entities within the Le Guessant group or through authorised third parties.



5. Supplier code of conduct self-assessment checklist

	Themes	Compliant: all the criteria for this theme have been met.	Partially compliant: some criteria for the theme have been met, and an improvement plan is currently being implemented to address the criteria that have not been met.	Non-compliant: few or none of the criteria for this theme are met, and no improvements are planned in the short term.
2.1	Compliance with regulations			
2.2	Employment and human rights practices			
2.3	Integrity and professional ethics			
2.4	Food safety			
2.5	Environmental responsibility			
2.6	Transparency and communication			

6. Le Gouessant group Supplier Code of Conduct Acceptance Form

To enter into a business relationship with a Le Gouessant Group entity, the supplier hereby certifies that it has received, read and understood this Supplier Code of Conduct, and undertakes to comply with its requirements.

Company name:

Registration with the RCS (Trade and Companies Register):

Legal form:

Adress:

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

Place, date, signature:

Company stamp:





Z.I. 1 rue de la Jeannaie – BP 40 228
22402 Lamballe-Armor Cedex

02 96 30 72 72

cooperativeparnature@legouessant.fr

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WWW.LEGOUESSANT.COM