

THE CHARTER FOR SUSTAINABLE PURCHASING BETWEEN THE GROUPE SAVENCIA SAVEURS & SPECIALITES AND ITS SUPPLIERS

FOREWORD :

The Groupe Savencia Saveurs & Spécialités is made up of human-sized companies, united by a strong culture that is implemented by everybody, at every level.

As part of our quest for excellence, we aim to satisfy consumers and customers and, more generally, all of those who work within and for the Groupe Savencia Saveurs & Spécialités.

Whether in terms of economic development, respect for others or the conservation of natural resources, we seek to achieve a balanced performance, adopting a long-term outlook when we make decisions. It is our view that respect for human rights, compliance with employment and environmental laws, adequate protection of personal data, food safety, the fight against corruption and influence peddling, are demanding and mandatory requirements, which are compatible with the quest for optimal economic performance and also ensure its sustainability.

The present Charter is designed to inform our suppliers of our commitment and to set out our expectations for the business relationships established with the entities affiliated to our Group.

The Groupe Savencia Saveurs & Spécialités Purchasing Department asks its suppliers to work alongside it in this approach, by signing up to this Charter for Sustainable Purchasing, which is taken into account in the selection criteria during our tendering procedures.

COMMITMENT OF THE GROUPE SAVENCIA SAVEURS & SPECIALITES

AS A SIGNATORY TO THE UNITED NATIONS GLOBAL COMPACT, THE GROUPE SAVENCIA SAVEURS & SPECIALITES UNDERTAKES TO COMPLY WITH ITS 10 FUNDAMENTAL PRINCIPLES

HUMAN RIGHTS:

- Promote and comply with the protection of international law pertaining to human rights within its sphere of influence.
- Ensure that its own companies are not involved in breaches of human rights.

EMPLOYMENT LAW:

- Respect the right to freedom of association and recognize the right to collective negotiation.
- Eliminate all forms of forced or obligatory work.
- Effectively abolish child labour.
- Eliminate discrimination in terms of jobs and professions.

ENVIRONMENT:

- Use a cautious approach when dealing with environmental-related issues.
- Take initiatives that are likely to promote greater responsibility in terms of the environment.
- Encourage the development and widespread use of environmentally friendly technologies.

FIGHT AGAINST CORRUPTION:

- Fight against corruption in all of its forms, including the extortion of funds and the payment of bribes.

AS A SIGNATORY, IN FRANCE, OF THE BEST PRACTICE CHARTER GOVERNING THE QUALITY OF CUSTOMER-SUPPLIER RELATIONSHIPS, THE GROUP UNDERTAKES TO CONSTRUCT BALANCED RELATIONSHIPS WITH ITS SUPPLIERS

Under the auspices of the Ministry of the Economy, Finance and Industry and of the National Mediator of Inter-company Relationships, the Charter sets out all of the principles that contribute to forming balanced and sustainable relationships between Customers and Suppliers, i.e.:

- Abide by the rules of financial fair play;
- Encourage collaborative relationships;
- Reduce the risks of reciprocal dependency;
- Involve principal parties in their sectors;
- Assess the Total Cost of Ownership;
- Integrate environmental issues;
- Ensure that the company behaves responsibly within its territory;
- Develop the professionalization of Purchasing;
- Provide global oversight of Supplier relationships.

In this regard, the Groupe Savencia Saveurs & Spécialités has appointed an internal mediator whom Suppliers can contact in the event of a deadlock in the resolution of a dispute. Contact: mediateur.charte.achats@lalliance.com

COMMITMENT OF THE GROUPE SAVENCIA SAVEURS & SPECIALITES'S BUYERS

AS GUARANTORS OF THE PURCHASING CODE OF CONDUCT, THE GROUP'S BUYERS SPECIFICALLY UNDERTAKE TO:

BUY WITH REGARD FOR INTEGRITY AND ETHICAL VALUES

- Act in strict compliance with laws and regulations;
- Ensure that all bidding processes are fair;
- Respect confidentiality and intellectual property rights;
- Treat all bids fairly;
- Conduct negotiations professionally.

COMMUNICATE AND WORK TOGETHER EFFICIENTLY AND FAIRLY

- Define needs on the basis of reliable and functional data;
- Ensure that the same level of information is provided to the whole panel of suppliers consulted;
- Assess the impact of Total Cost of Ownership when evaluating Suppliers' performance;
- Provide feedback on consultations;
- Ensure that commitments made are met.

PURCHASE SUSTAINABLY AND ETHICALLY

- Ensure that all agreed payment deadlines are met;
- Identify and manage situations of economic dependency;
- Ensure the continuity of procurement sources;
- Discourage concentration of the Supplier market;
- Integrate Social and Environmental Responsibility criteria in the selection of suppliers.

PROMOTE PROGRESS AND PERFORMANCE PLANS

- Construct long-term relationships with our strategic Suppliers, based on mutual interests;
- Attempt to achieve reciprocal financial continuity;
- Encourage our Suppliers to search for innovative, profitable and sustainable solutions;
- Roll out and oversee the Group's Supplier performance assessment tools;
- Allow suppliers to express their appreciation of the business relationship quality and potential areas for progress.

COMMITMENTS WE EXPECT FROM OUR SUPPLIERS IN TERMS OF EMPLOYMENT LAW:

To introduce and promote fundamental employment principles and rights as described in the International Labour Organisation's Declaration, and to comply with legislation in force in all countries where it operates. But also, to ensure that their own suppliers implement best practices.

- Respect the right to freedom of association and recognize the right to collective negotiation;
- Eliminate all forms of forced or obligatory work;
- Eliminate all forms of concealed working;
- Effectively abolish child labour;
- Eliminate discrimination in terms of jobs and professions.

COMMITMENTS WE EXPECT FROM OUR SUPPLIERS IN TERMS OF CORPORATE GOVERNANCE AND ETHICS:

Guarantee ethical behaviour in commercial relationships, leveraging a model for behaviour that is of the highest standard.

Ensure that the interests of their stakeholders are taken into account, and that a form of corporate governance that complies with the laws and regulations of the countries in which they are active is adhered to.

FIGHT AGAINST CORRUPTION

Suppliers shall ensure that they put in place relevant policies, and that they raise employee awareness, in order to prevent and fight against corruption in all of its forms. Accordingly, Suppliers undertake to comply with the Anti-Corruption Charter established by Groupe Savencia Saveurs & Spécialités (see Appendix).

Suppliers are informed that the practice of giving corporate gifts and invitations can in no way alter the impartiality of a decision to be made, and that the Group's employees will be forced to decline such gifts and invitations if they are not of a professional nature, suitable and reasonable, and valued at less than the threshold value set by Groupe Savencia Saveurs & Spécialités for the country concerned.

INVOLVEMENT IN THE LOCAL COMMUNITY

We encourage Suppliers to factor in the local economy, and to pay attention to their interactions with its various communities, in terms of the potential impacts of their

investment decisions as well as their outsourcing choices, in terms of their hiring policy or equally, for the purposes of the development or functioning of their activities.

FAIR COMPETITION

All employees involved must be aware of the importance of compliance with competition law and of the consequences in the event of failure to comply with such rules. In this regard, any practices that are anti-competitive should be proscribed, and especially all attempts at price fixing.

PROMOTION OF CORPORATE RESPONSIBILITY

Suppliers are invited to encourage their stakeholders to engage in corporate responsibility, in order to implement best practice throughout the value chain.

COMPLIANCE WITH INTELLECTUAL PROPERTY RIGHTS

As part of the Universal Declaration of Human Rights, the recognition of intellectual property rights plays a fundamental role in advancing innovation and encouraging investment. Suppliers should help to encourage compliance with intellectual property law, and should also ensure that they have the necessary rights to use or to sell items protected by intellectual property law.

COMMITMENTS WE EXPECTED FROM OUR SUPPLIERS IN TERMS OF PROTECTION OF PERSONAL DATA:

Establish and promote a culture aimed at giving adequate protection to personal data processed by the company.

- Respect the absolute confidentiality of the personal data processed, in particular by limiting the persons who access it to what is strictly necessary and by not disclosing this data;
- Never collect or process more data than necessary;
- Never divert the purposes described by the Data Controller (Savencia);
- Scrupulously apply the directives of the Data Controller (Savencia), in particular as regards the retention period of data;
- Immediately inform the Data Controller (Savencia) in the event of a suspected violation of personal data;
- Facilitate the exercise of the rights of the persons concerned by the processing carried out.

COMMITMENTS WE EXPECT FROM OUR SUPPLIERS IN TERMS OF COMPLIANCE WITH ENVIRONMENTAL PROTECTION:

Comply with environmental laws and regulations in force, implement an environmental management system, set up a contingency plan to cope with any incident, and encourage their own suppliers to take such steps.

ENVIRONMENTAL MANAGEMENT

Suppliers should organize their activities in such a way as to reduce and limit the impact thereof on the environment. With the aim of improving their environmental performance, measures should be taken aimed at gradually reducing the impact of any direct or indirect pollution caused by their activities.

SUSTAINABLE USE OF RESOURCES

Suppliers should assess their CO2 emissions and measure the consumption of energy and water resulting from their activities. They should put in place programs to improve their energy efficiency, optimize the use of water and reduce their CO2 emissions.

AIR EMISSIONS

Suppliers should identify and measure any emissions of pollutants such as, for example, lead, mercury, volatile organic compounds, combustion waste etc. Action plans must be set up to control, minimise and treat these emissions appropriately.

DIRECT OR INDIRECT DISCHARGES TO WATER

Suppliers should control discharges to water resulting from their activity. They should monitor them in such a way that they maintain control over them and avoid any accidental release to water.

WASTE MANAGEMENT

Suppliers should ensure that they implement a responsible waste management policy by working towards the reduction of waste at source, for example by exploring ways of processing, recycling or reusing waste.

USE AND DISPOSAL OF CHEMICAL, TOXIC AND HAZARDOUS PRODUCTS

The use, manipulation, storage and destruction of such products by the Supplier must be handled using suitable procedures and controlled by qualified staff.

LIFE CYCLE APPROACH

Suppliers are invited to consider innovative products or solutions that encourage the reduction of the environmental impact of their products throughout the whole of their life cycle.

COMMITMENTS WE EXPECT FROM OUR SUPPLIERS IN TERMS OF THE MANAGEMENT OF FOOD SAFETY RISKS:

Assess the environmental risks of their activities on eco-systems and on public health.

PRINCIPLE OF PRECAUTION

We invite Suppliers to consider the consequences of their actions for society or on the environment.

Suppliers should measure and analyse potential damage or risks and implement appropriate actions or solutions to reduce or eliminate the impacts thereof.

If there is any doubt over the environmental or health impact of an action or a product, it is preferable to discontinue it in the short term rather than risk irreversible damage to people or to the environment.

HEALTH AND SAFETY

Suppliers should ensure that their activities do not damage the health and safety of their employees, of their own suppliers, of local populations and more generally, of the users of their products or equipment.

They should take care to eliminate all consequences harmful to health of any manufacturing process, product or service relating to their activities.

They shall endeavour to implement an active policy for the prevention of health and safety risks in the workplace, shall ensure that it is continuously applied via suitable control structures and shall provide their staff with adequate training and protective clothing and equipment.

FOOD SAFETY

Food safety means the right of all people to healthy and nutritious food.

Depending on their sector of activity, Suppliers can contribute to improving food safety by developing production methods that conserve the fertility of soil, by ensuring the safety of food supplies, by adapting processing methods in order to avoid reducing the nutritional quality of food and by encouraging local food resources in order to reduce the distances that food has to be transported.

MANAGING HEALTH AND SAFETY OF FOOD

When not mandatory, Suppliers are strongly encouraged to introduce an HACCP type approach. This approach is vital for ensuring the health of foodstuffs and hygienic conditions throughout the food chain.

COMMITMENTS WE EXPECT FROM OUR SUPPLIERS IN TERMS OF CONTINUOUS IMPROVEMENT:

Suppliers shall put in place suitable measurement and reporting procedures that are necessary for guaranteeing compliance with the commitments contained in this Charter.

EVALUATIONS – AUDITS

As part of its duty of care, the Groupe Savencia Saveurs & Spécialités ensures that its Suppliers observe the provisions of this Charter.

The Suppliers accordingly consent to be evaluated at a frequency agreed upon by the parties.

The Groupe Savencia Saveurs & Spécialités has chosen :

- The company EcoVadis, an independent service provider, to evaluate the environmental, societal, ethical, anti-corruption and supply chain aspects of its suppliers' practices, using an established risk map;

Should the evaluation yield an unsatisfactory result, Groupe Savencia Saveurs & Spécialités may carry out an audit of the Supplier, either directly or through a duly mandated third party, on mutually agreed terms and conditions.

In the event of an identified non-compliance, the Suppliers are required to take the necessary steps to correct the identified non-compliance and prevent its recurrence.

In the event of a proven recurrence of a recorded non-compliance and if there is no corrective action plan in place, the Purchasing Department will be led to review the conditions of its business dealings with the Suppliers concerned.

As a Supplier of the Groupe Savencia Saveurs & Spécialités,

The Company:.....

undertakes to comply with the terms and conditions of this Charter for Sustainable and Ethical Purchasing, to circulate it and to ensure that its employees adhere to it.

Company Representative: _____

Capacity: _____

Executed in: _____ on: _____

Signature and commercial stamp:

CONTACT

achats.responsables@lalliance.com

REFERENCES AND INSPIRATION

Universal Declaration of Human Rights

www.un.org/en/documents/udhr/

ILO Declaration and key guidelines

www.ilo.org

United Nations Global Compact

www.unglobalcompact.org

Rome Declaration on World Food Security

<http://www.fao.org/docrep/003/W3613E/W3613E00.HTM>

ISO Standard 14001: Environmental Management Systems – requirements and guidelines for its use

www.iso.org

ISO Standard 22000: Food Safety Management Systems – requirements for all bodies operating on the food chain

www.iso.org

Codex Alimentarius

www.codexalimentarius.net

Charter for Best Practice governing the quality of customer-supplier relationships

www.charte-interentreprises.fr



CHARTER REFLECTING GROUPE SAVENCIA'S COMMITMENT TO COMBATING CORRUPTION AND INFLUENCE PEDDLING IN ITS RELATIONSHIPS WITH ITS COMMERCIAL PARTNERS

In accordance with the provisions of French law n°2016-1691 dated 9 December 2016 (the so-called "Sapin II law") on the subject of transparency and combating corruption, but equally of the international agreements and national legislations applicable in the countries where it operates, Groupe Savencia deploys a policy of prevention and detection of risks imputable to acts of corruption and trading in influence in the framework of its relationships with its customers and main and intermediate suppliers.

The present Charter is designed to inform our co-contractors of our commitment to combating corruption and influence peddling, and to set out our expectations for the business relationships established with the entities affiliated to our Group.

The identification of illicit practices

Under French law, practices distorting the conduct of business are sanctioned as criminal offences.

This is notably the case of corruption and trading in influence which constitute offences punishable by imprisonment and/or fine and/or exclusion from public procurement. Both legal entities and individuals may incur criminal liability in this respect.

Active corruption implies the fact of offering, at any given time and directly or indirectly, to a **public official** (person in a position of public authority, responsible for the discharge of a public service mission or holding a public elective office) or to a **private individual** (acting in the framework of a professional or social function, or of a position of management or other form of employment), inducements, promises, contributions, gifts or other benefits, for the benefit of the person approached or of another person, in return for the agreement of that person to accomplish or refrain from accomplishing a particular act within the power of the person's mission or mandate (or because the person has already so accomplished or refrained from accomplishing).

Passive corruption implies the fact of soliciting or welcoming, unrightfully, at any given time and directly or indirectly, inducements, promises, contributions, gifts or other benefits, for the benefit of the individual or of another person, in return for the individual's agreement to accomplish or refrain from accomplishing a particular act within the power of his or her mission or mandate (or because he or she has already so accomplished or refrained from accomplishing).

Influence peddling implies the fact of any person soliciting or welcoming, at any given time and directly or indirectly, inducements, promises, contributions, gifts or other benefits, for the benefit of the individual or of another person, in return for abusing or having abused the person's actual or imagined influence with a view to obtaining the conferral by a public authority or administration of

1

distinctions, employment, contracts or any other form of favourable decision. The fact of giving in to such solicitation is sanctioned by the same penalties.

French law aims to repress such practices whether committed in France or abroad.

Foreign legislations incorporate similar prohibitions.

Our policy of prevention

Groupe Savencia, consistent with its business culture as documented in its ethical charter "The Group and its culture", ensures effective compliance with its policy of prevention and detection of risks imputable to acts of corruption and trading in influence by the deployment of:

- A **Code of conduct** distributed to all employees and which presents the various unacceptable forms of behaviour;
- A **system of provision of training and information to its managers and other employees** most exposed to such risks;
- A **disciplinary system** enabling failings of employees to be sanctioned;
- A **whistle-blowing procedure** enabling the receipt of alerts emanating from employees;
- **Risk-mapping of risks imputable to corruption and trading in influence;**
- A **procedure of assessment of the situation, with regard to that risk-mapping, of the Group's customers and main and intermediate suppliers;** as well as
- **Accounting procedures and controls.**

The commitments expected from Groupe Savencia's commercial partners

We expect our commercial partners to comply with all applicable regulatory requirements as set out in the present charter.

We thus request them to undertake:

- To proscribe any such illicit practices in the framework of their activities and implement, with regard to their employees and co-contractors, appropriate measures to identify risks of corruption and influence peddling and prevent their occurrence, in accordance with the applicable legal and international requirements.
- To comply with the means of assessment implemented by our Group.



Claude Championnet
Company secretary
Savencia Saveurs & Spécialités