

SUPPLIER CODE OF CONDUCT

At Agromillora we are committed to Society and the Planet to continue developing the Sustainable and Efficient Agriculture of the Future. Therefore, we have identified the following pillars to develop our Sustainability strategy:

- **Responsible Management**
- **Environment**
- **Social Commitment**
- **Products and Value Chain**

About the last pillar and specifically referring to our value chain, we wanted to highlight the Responsible Sourcing processes as a material issue. Our goal is to implement good practices and procedures to enhance positive impacts on the environmental and social environments in the countries where we operate, both Agromillora and our supplier network, while ensuring economic prosperity for our supply chain, employees, business partners and other stakeholders.

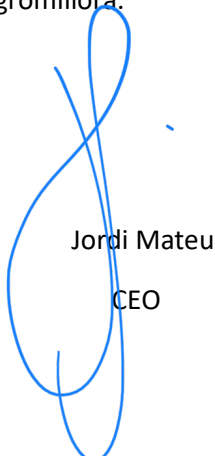
Why have we launched this Supplier Code of Conduct (CoC) ?

“At Agromillora we seek to add value through responsible conduct in business before each decision-making”

The values and principles of Agromillora are our reference on the best way to act, and our Code of Ethics and Conduct helps us to interpret and apply the principles of ethics, responsibility, and honesty in our day-to-day life to all the people who are part of it of the Agromillora Group, both in internal and external relations.

Our network of product and service suppliers is a key element of our value chain, and for this reason it is essential to share this document where we explain ethical, social, environmental, and operational commitments to allow us to grow together in a responsible and sustainable manner.

Our sustainability strategy covers various aspects, such as occupational health and safety, climate change, circular economy, professional development and working conditions of our collaborators and employees, corporate risk management, transparency, innovation..., and being able to collaborate and develop alliances with our suppliers to improve sustainability is a key objective for Agromillora.



Jordi Mateu
CEO



Alex San Miguel
Corporate Sustainability Director

SUPPLIER CODE OF CONDUCT

This Code of Conduct includes the following relevant aspects:

- 1. Working conditions and labour practices**
- 2. Environmental Sustainability**
- 3. Ethical and business integrity**
- 4. Implementation and Monitoring**

1. Working conditions and labour practices

- We require our suppliers to respect **Human Rights** and ensure that none of their employees suffer any form of discrimination, abuse, or harassment, based on race, gender, age, origin, ethnicity, physical capacity, religion, politics, social and cultural diversity...
- At Agromillora we demand that all our partners throughout the supply chain are firmly committed to the elimination of **child labour**, and all forms of **slavery, human trafficking**, forced or compulsory labour and prison labour.
- We require our Suppliers to comply, at a minimum, with all **laws and regulations** related to wages and hours of work, including those relating to minimum wages, overtime, and other elements of compensation and to provide required benefits. by law.
- The Supplier must grant its employees the right to **Freedom of Association** and **Collective Bargaining** in accordance with all applicable laws and regulations.
- The Supplier will provide its employees with a **safe and healthy work environment**, will provide workers with the appropriate **personal protective equipment** and access to adequate **medical assistance and facilities**, and the Workers will be trained to deal with any occupational risk situation.

2. Environmental Sustainability

- At Agromillora we require our suppliers to comply with all applicable **legal environmental requirements** and demonstrate **continuous improvement** in their environmental performance.
- Supplier will identify **hazardous materials, chemicals, and substances** and ensure their safe handling, movement, storage, recycling, reuse, and disposal.
- The Supplier will optimize its **consumption of natural resources**, including energy and water, and will prioritize the use of sustainable and/or renewable resources.
- • The Supplier shall have measures in place to prevent **pollution**, minimize the generation of **solid waste, wastewater, and air emissions**, and treat wastewater and solid waste appropriately and in accordance with applicable laws and regulations.
- • We expect our suppliers to consider **sustainability** in the design and industrialization phases of their products, through the use of **Eco-design, technologies that respect the environment** and the **evaluation of the life cycle** of products to minimize the impacts of each new development and improvements to existing products.

3. Ethical and business integrity

- At Agromillora we require suppliers to comply with all applicable **ethical trade laws and regulations** (commercial and personal) in the countries where the products they supply to us are produced and obtained.
- **Supplier will not pay or accept bribes**, arrange, or accept **kickbacks**, and will not take any action to violate, or cause its business associates to violate, applicable **anti-bribery** laws.
- We request to reject and eliminate **anti-competitive** practices and behaviours.
- Supplier will take appropriate steps to safeguard and maintain **confidential and proprietary information** of its business partners and will use such information only for purposes authorized for use by the specific project or contractual agreement. In case of subcontracting, the exchange of confidential information must be carried out with the consent of Agromillora.
- The Supplier is expected to inform Agromillora about any situation that may be considered a **conflict of interest**, and to inform Agromillora if any employee or professional of Agromillora or under contract with Agromillora may have an interest of any kind in the supplier's business. or in any type of economic activity or links with the supplier.
- Agromillora makes available the Whistle-blower Channel for inquiries and complaints about proper compliance with the Code. This is a confidential communication channel to address communications related to:
 - Inquiries, whenever you may have a doubt or question about this Code:
 - **inquiries@agromillora.com**
 - It is your responsibility to report any irregular conduct. If any situation contrary to the Code is found, must contact:
 - **complaints@agromillora.com**

4. Implementation and Monitoring

- At Agromillora we are committed:
 - to implement this Code of Conduct to all suppliers, starting with a criterion of greater to less sustainability relevance.
 - To develop tools to evaluate and understand the performance of suppliers on the issues addressed.
 - To Use management tools for the supply chain and purchase of products and services, to integrate the performance measures of the code of conduct in purchase decisions.
- We promote internal change management processes to train employees and suppliers on the code of conduct and its implications for Agromillora and the businesses of our suppliers.
- When elements of this Supplier Code of Conduct are not met, the supplier may be required to prepare, document, and implement a corrective action plan to remedy the situation and prevent recurrence.
- In the event of non-compliance, this situation could be sufficient grounds to review its classification as a supplier of Agromillora, rethink the collaboration or even to end the business relationship depending on the seriousness of the non-compliance. Agromillora in any case will collaborate and help suppliers to promote improvement and compliance in the affected aspects

Acceptance and acknowledgment by the Supplier

We, the undersigned, confirm that:

- We have received and taken due note of the content of the Code of Conduct for Suppliers of Agromillora
- We are aware of all relevant laws and regulations of the countries in which our company operates, and we are committed to complying with them.
- We will inform Agromillora of any case of infractions to the Code.
- We undertake to inform all our employees / subcontractors of the content of the Code of Conduct for Suppliers of Agromillora and to supervise its compliance.

Company Name:

Name and title of the person signing:

Date and place:

This document must be signed by a senior representative of the Supplier and returned to the Agromillora Corporate Sustainability Department:

Alex San Miguel

Corporate Sustainability Director

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Agromillora Group

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