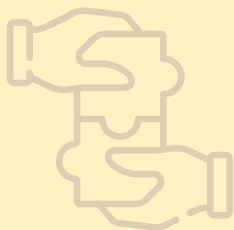




# **SUPPLIER'S CODE OF CONDUCT**



# SUPPLIER'S CODE OF CONDUCT

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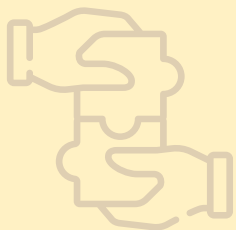
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# SUPPLIER'S CODE OF CONDUCT

## Introduction

The GranTerre Group (hereinafter also referred to as “Group” or “GranTerre”) is one of the leading Italian companies in the production and marketing of dairy products and cured meats.

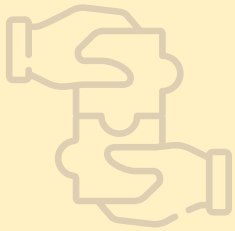
The Supplier’s Code of Conduct (hereinafter the “Code”) is a statement addressed to all Suppliers of the GranTerre Group (hereinafter “Suppliers”) to share our vision of how to operate in a responsible and sustainable manner, with a focus on continuous improvement. Suppliers are required to comply with the Code of Conduct and with the values it intends to promote, which are aligned with the Group’s Code of Ethics<sup>1</sup>.

GranTerre and its Suppliers must always work in accordance with current national regulations, while aiming to go beyond mere legal requirements: therefore, the recipients of this Code, as well as GranTerre and the companies of the Group, are encouraged to always do their best within the limits of their capabilities. In accordance with this principle, the Code sets out - for each field - the requirements representing the minimum level that all recipients must reach, although it is hoped that they will go beyond these levels.

The general content of this Code applies to all Suppliers, while certain specific topics only apply to particular product categories (e.g. animal welfare only applies to suppliers of raw materials of animal origin).

The Code has been prepared in accordance with the Group’s Code of Ethics and it is inspired by internationally recognised best practice guidelines for sustainability. The theoretical references of this Supplier’s Code of Conduct include internationally recognised Standards, such as the United Nations “Universal Declaration of Human Rights”, the ILO’s “International Labour Standards”, the “Children’s Rights and Business Principles” developed by Save the Children, UNICEF and UN Global Compact, and the “Ten Principles of the United Nations Global Compact”, the EU Directive on Due Diligence in the Supply Chain, and the Corporate Sustainability Reporting Directive.

<sup>1</sup> The Code of Ethics is available for download at the following link:  
<https://www.granterre.it/it/il-gruppo/la-nostra-etica>



# SUPPLIER'S CODE OF CONDUCT

## 1. Purpose

The Supplier's Code of Conduct contains all the essential principles and values that must govern and inspire the relationship between Suppliers and the companies and employees of the GranTerre Group.

This Code of Conduct intends to encourage collaboration between Suppliers and the Group, not only to improve business relations, but also because, as companies, we are responsible for the impact we have on people and the planet, and we can help *build a healthy, good and honest future, with people and for people*, as stated in GranTerre's Brand Manifesto.

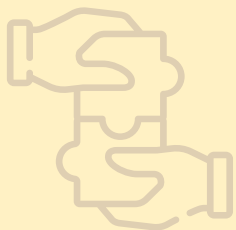
## 2. Scope

This Supplier's Code of Conduct applies to any organisation that stipulates a contract or establishes a commercial or professional relationship with a company of the GranTerre group for the supply of goods or services ("Supplier").

## 3. Standards and principles

The Standards of this Code do not replace, but rather supplement, the regulations established in any agreement or contract between Suppliers and the Group. The Group requires Suppliers to make every effort to comply with good practices and to both industry and international Standards. Suppliers are required to behave in accordance with the values and principles set out in the document and to comply with the same principles in all their business relations. Suppliers are required to monitor compliance with the principles and obligations set out in this Code of Conduct by their own subcontractors working for GranTerre. The Supplier will always be responsible for any omissions or breaches of this Code of Conduct by the latter.

Suppliers must identify at least one person as the contact person for communications concerning this Code.



## Principi Fondamentali

### 1. LEGALITY AND COMPLIANCE WITH THE LAW

Suppliers must comply with all applicable national and international laws and regulations in force in the countries in which they operate. It is essential that Suppliers adopt the highest standards of integrity in their business practices, avoid corruption and dishonest practices and ensure transparency in communication concerning the origin of materials and operational practices.

### 2. WORK AND HUMAN RIGHTS

GranTerre complies with the values set out in the Universal Declaration of Human Rights, the ILO's Declaration on Fundamental Principles and Rights at Work and the United Nations Convention Against Corruption. Suppliers must always operate in accordance with these Conventions and protect and promote human rights in all their collaborations, considering their counterparts first and foremost as human beings.

Forced labour, child labour and any form of exploitation will not be tolerated. Suppliers must guarantee safe and fair working conditions, respecting workers' rights and privacy and promoting an inclusive work environment without any form of discrimination. Suppliers must comply with national and international labour laws and industry Standards regarding working hours. If the Suppliers operate in a country that does not adhere to ILO Standards (or any of the above mentioned conventions), GranTerre reserves the right to request proof of compliance with ILO Standards on forced labour, freedom of association and child labour.

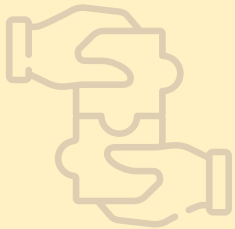
#### 2.1 EMPLOYMENT CONTRACTS

Suppliers must establish employment relationships with their workers in full compliance with the regulations of the country in which they operate, guaranteeing wages that are fair, regular and appropriate, and must not prevent their workers from enjoying the rights granted to them by law or contract. Suppliers are required to guarantee their employees the right to freedom of association and the implementation of collective bargaining in the reference sector, in accordance with current laws and regulations.

#### 2.2 OCCUPATIONAL HEALTH & SAFETY

Suppliers must operate in accordance with current national and international regulations regarding occupational health and safety. In order to minimise the risk of accidents, injuries and occupational illnesses, Suppliers must provide workers with appropriate equipment free of charge (including Personal Protective Equipment), schedule effective inspections and establish safe working procedures, by implementing programs and systems designed to ensure the safety of both their own employees and any external personnel working on their premises. Moreover, Suppliers must provide appropriate safety information, organise training courses for workers and develop suitable systems for the detection, analysis and elimination of dangerous situations. The adoption of certified occupational health and safety management systems is viewed positively.

The construction and maintenance of the workplace must be carried out in accordance with current Standards, regulations and laws. Suppliers must, for example, provide access to drinking water, suitable lighting, suitable temperature conditions, cleanliness and appropriate sanitary facilities for all workers.



## 2.3 NON-DISCRIMINATION

Suppliers must not discriminate - whether during recruitment, career development or training - based on gender, ethnicity, religion, sexual orientation, age, disability, political opinion, nationality, social origin or trade union membership. Suppliers must treat their employees and workers fairly, respectfully and with dignity, ensuring equal opportunities for all, and must make sure that no sexual, physical or psychological abuse, harassment or threats of any kind occur in the workplace.

## 2.4 FORCED LABOUR

GranTerre requires Suppliers not to make use of, or benefit from, any form of forced or compulsory labour, slavery or human trafficking. Workers must not be forced to hand in their personal documents, money or deposits. In the same way, workers must be free to terminate their employment contract in accordance with national legislation, without fear of retaliation or punishment.

## 2.5 CHILD LABOUR

GranTerre is against all forms of child labour exploitation. Suppliers must operate in accordance with the regulations set out by the International Labour Organisation (ILO), particularly Convention 138 on the minimum age for employment and Convention 182 on the worst forms of child labour. Suppliers must not employ or otherwise make use of the work of individuals below the minimum legal age for employment, and must comply with local, social and legal contexts in cases where a higher minimum age is prescribed. The type of work, tasks and working conditions assigned to Employees under the age of 18 ("Young Workers") must comply with the law and, as a binding condition, must not endanger their physical, mental, moral or social health and safety. Work assigned to Employees under the age of 18 must not prevent them from attending school. Finally, they must not be allowed to work night shifts. Apprenticeship or internship programs must not be used to avoid paying - either in full or in part - the wages and benefits required by law.

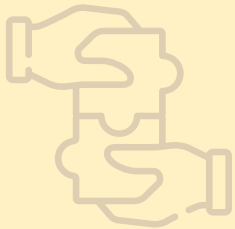
# 3. ENVIRONMENTAL SUSTAINABILITY

GranTerre is committed to environmental protection and expects the same from its Suppliers.

## 3.1 REDUCTION OF ENVIRONMENTAL IMPACT

Suppliers must adopt sustainable practices that minimise environmental impact, including the responsible management of natural resources and emissions. They must comply with current environmental laws and requirements, including, but not limited to: obtaining and maintaining environmental permits and approvals for regulated activities; managing and disposing of waste and hazardous materials; controlling emissions or the discharge of pollutants affecting air, water and soil; protecting natural resources and wildlife; observing bans or restrictions on specific substances; recycling materials and respecting environmental rights; and safeguarding biodiversity.

The adoption of certified environmental management systems is viewed positively.



### **3.2 REDUCTION OF EMISSIONS**

The negative impact on the climate and the environment (especially greenhouse gas emissions) must be minimised by all applicable and feasible actions (e.g. changes to production, processing and maintenance processes; the replacement of materials; the preservation, recycling and reuse of materials). GranTerre encourages Suppliers to collaborate in calculating the environmental impact of the entire production chain, also involving their own supply chain, in order to minimise negative effects.

### **3.3 PROTECTION OF BIODIVERSITY**

GranTerre aims to contribute positively to supporting ecosystems and sustainable and resilient communities by protecting biodiversity, especially with regard to the protection of soil, reforestation and land use management. Whenever possible, Suppliers should contribute positively to biodiversity in relation to the products and services they offer.

## **4. PRODUCT QUALITY AND SAFETY**

The goods and services offered by Suppliers must comply with national and international laws and regulations regarding quality and safety, meet - or exceed - industry Standards for quality and safety, and comply with any additional quality and safety Standards required by GranTerre. We expect Suppliers to comply with all specified requirements.

GranTerre considers positively the adoption of certified food quality and safety management systems in accordance with GFSI Standards.

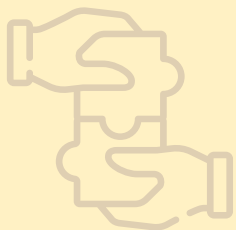
GranTerre requires Suppliers to carefully select raw materials, components and semi-finished products and, upon request, provide information on their origin.

### **4.1 ANIMAL WELFARE**

Suppliers of meat and raw materials of animal origin must comply with appropriate animal welfare Standards, ensuring that the animals are treated with dignity during all phases of their lives, in full compliance with current regulations and protecting the five fundamental freedoms of farm animals defined by the Farm Animal Welfare Council (FAWC).

## **5. SOCIAL RESPONSIBILITY**

Suppliers are encouraged to engage in social responsibility initiatives, contributing to the well-being of local communities and promoting sustainable development practices.



# SUPPLIER'S CODE OF CONDUCT

## 6. GOVERNANCE AND TRANSPARENCY

GranTerre reserves the right to monitor compliance with this Code through audits and evaluations. On request, Suppliers must prove compliance with the provisions and standards contained in the Code, as well as with applicable regulations, cooperating in providing the necessary information for compliance verification.

If any non-compliance is declared by the Supplier or identified by GranTerre, the Group may require the Supplier to plan and implement the necessary corrective actions. GranTerre reserves the right to suspend all relations and/or terminate any contractual agreement with any Supplier that refuses to implement corrective measures within a reasonable timeframe, without prejudice to the exercise of any rights and remedies provided by law in relation to such termination. Despite the above, in the event of a serious violation or breach by the Supplier of any of the provisions listed below, which are considered the “core” of this Code, GranTerre will automatically terminate any contractual agreement with the non-compliant Supplier, without prejudice to any legal rights arising from or related to such termination: Ethics and principles pursuant to the Italian Legislative Decree 231/2001, Occupational health and safety, Non-discrimination, Forced labour, Child labour, Employment contracts, Environmental sustainability, Food Quality and Safety.

### Conclusions

Our commitment to sustainability and ethics is the foundation of our business relations. We therefore expect all Suppliers to read, understand, and comply with this Code of Conduct.

### Contacts

If you become aware of, or suspect, a violation of this Code by a Supplier or by any of their partners or subcontractors, please use the appropriate reporting channels available on the GranTerre website<sup>2</sup>.

For any information or clarification regarding this Code of Conduct, please contact GranTerre using the usual contact channels.

<sup>2</sup> <https://www.granterre.it/it/il-gruppo/la-nostra-etica>



[www.granterre.it](http://www.granterre.it)

