

BONDUELLE GROUP

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Ethics Charter

EDITION 2018



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# 1 BONDUELLE GROUP ETHICS CHARTER

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## WHY AN ETHICS CHARTER?

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In 2012, the Bonduelle Group decided to draft an ethics charter inspired by its history, its values and with the wish to be involved in this approach of constant progress. We are aware that this ethics charter establishes an ideal that is difficult to attain in an organization but it should inspire all of us in the company as well as the Stakeholders with whom the Group is involved. It should lead us to act responsibly in the spirit of Bonduelle.

It is firstly a Group commitment. It requires proactive commitment of its employees for this ethical approach to take shape in daily practices.

## THE BONDUELLE SPIRIT AND ITS VALUES

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In its Ethics Charter, Bonduelle seeks to defend and promote its values: Concern for Individuals, Trust, Openness, Simplicity, Integrity, Fairness and Excellence. Bonduelle is convinced that its success also comes from its culture and wishes to continue its development by relying on the values stated above. The Group is committed to concretely espousing this “Bonduelle spirit” through ethical behavior that promotes sound practices. By acting with integrity, Bonduelle builds a bond of trust with its stakeholders. The challenge lies in consolidating this bond, sharing it and having it endure.

# WHAT IS THE PURPOSE OF AN ETHICAL APPROACH?

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This Ethics Charter is the cornerstone of our values and principles. This Charter, beyond the legal framework which must be faithfully respected, guides our actions and internal policies and processes, specifically the Code of Conduct for Ethical Business Practices, with which everyone must comply.

The Ethics Charter allows for assessing practices while bringing assistance in decision making. It allows everyone to take an individual ethical approach while acting in accordance with Bonduelle values. Ethical dilemmas rarely have obvious solutions, in fact certain situations are complex. This is why the Group encourages dialogue and discussion for ethical issues, in an open and trustful dynamic that characterizes Bonduelle.

# AN ETHICS COMMITTEE

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The purpose of the Ethics Committee is to oversee the ethical approach promoted by Bonduelle and play an advising role for ethical issues; it has an advisory opinion. It may be consulted to clarify situations of general interest when there is no response from management or the internal experts of the Group or in the event of shortcomings with the alert management procedure. In this event, the Ethics Committee may be contacted at the following address: [ethic\\_committee@bonduelle.com](mailto:ethic_committee@bonduelle.com). The Bonduelle Stakeholders may also contact the Ethics Committee for any issue regarding the applicability of the Charter.

It is made up of four members inside and outside of the company, chosen based on their experience, profile and expertise. The committee has the possibility, depending on the subject, to invite experts or hear from employees. They will meet at minimum two times per year.

The Ethics Committee has been informed on the applicability of the Ethics Charter and the Code of Conduct for Ethical Business Practices and annually will notify management of any shortcomings.

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# 2 A RESPONSIBLE AND CORPORATE CITIZEN

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Bolstered by its history and mindful of its endurance, the Bonduelle Group is committed to Social and Environmental Responsibility, specifically since 2003 upon the signing of the UN Global Compact, where it committed to applying the 10 fundamental principles related to Human Rights, working standards, the environment and the fight against corruption.

# COMPLIANCE WITH REGULATIONS, AGREEMENTS AND INTERNATIONAL TREATIES

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Bonduelle ensures compliance with all legal and regulatory provisions in its relationship with all of its partners. In addition to a commitment to complying with the International Labour Organization (ILO), the company commits to complying with the European Charter of Fundamental Rights within its organization. Bonduelle pays particular attention to regulations regarding hygiene, quality control, regulations for food products and packaging. The Group also respects communities and seeks to promote and develop their territory in all countries. Some of Bonduelle's commitments are in fact legal requirements in certain countries, but it is important to emphasize them because in order to comply with and implement them, active vigilance is required.

# POLITICAL ACTIONS

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Bonduelle is in compliance with all applicable regulations governing contribution to political parties no matter where they carry out their business activities..

## RESPECT FOR COMMUNITIES

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Because of its international scope, the Group respects communities and seeks to respect local culture, to promote and develop their territory in all countries. This is why Bonduelle, specifically through the Louis Bonduelle Foundation, commits to developing the company's activities and supporting local associations in communities. Bonduelle encourages its employees to play an active role and to commit to these types of projects.

## RESPECT FOR THE ENVIRONMENT

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Bonduelle respects the environment and seeks to reduce the ecological impact of its activity. The Group is a major player committed to sustainable development. It takes responsibility for the impact of its activities, products and services on the environment in rural and urban areas as well as on the environment in a larger sense. This commitment must also be reflected in the actions that everyone takes on a daily basis. Bonduelle references this environmental responsibility to all of its stakeholders, specifically agricultural producers and its suppliers.

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# 3 A HUMAN BUSINESS

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## RESPECT FOR INDIVIDUALS

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Bonduelle commits to respecting the above-mentioned conventions and pays particular attention in at-risk countries in ensuring that fundamental working rights are respected, specifically freedom of association and the complete abolition of child labor.

## AN EQUITABLE BUSINESS — DIALOGUE WITHIN THE BUSINESS

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Bonduelle relies on open dialogue in its internal relations. Bonduelle listens to its employees, specifically through international queries carried out by an independent external organization concerning personnel satisfaction regarding their working conditions. Bonduelle management works closely with employees to create a positive and productive work environment.

## HEALTH AND SECURITY

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Anyone working for or with Bonduelle has the right to a working environment that ensures their health and security, whether it be their physical, mental or social well-being. Bonduelle commits to maintaining the highest degree of well-being specifically by developing a prevention policy for any negative effects on health and working conditions. Everyone must respect the rules defined by Bonduelle regarding hygiene, health and safety at work.

## WORK-LIFE-BALANCE

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Bonduelle is committed to offering conditions that balance private and professional life. It fosters dialogue and exchange between the employees and their superiors in order to better organize work based on the wishes and obligations of every individual. The Group seeks to offer a working environment where there is a place for and genuine concern for the well-being of every individual.

## DISCRIMINATION

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The Bonduelle Group is committed to diversity among its employees. In all countries, it commits to zero discrimination, direct or indirect, in regard to relationships and working conditions based on, among others, age, race, marital status, disability, nationality, sexual orientation, ethnic or social origin, religion, or gender. This antidiscrimination policy applies not only during the hiring process but persists for the entire professional life at Bonduelle.

## HARASSMENT

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At the heart of Bonduelle's organization and its working approach is concern for the Individual. Bonduelle's policies protect employees against all forms of harassment, intimidation or victimization, whether they be of a physical, psychological or sexual nature. Any emotional or sexual harassment is strongly condemned. Every employee has the right to respect and a positive, harmonious and professional working environment in which the ideas and contributions of every individual are recognized.

All employees must promote this commitment and ensure it is respected by being open and direct in their relations with their employees. This allows the Group to maintain a culture based on fairness, trust and solidarity.

## TRAINING

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Excellent training guarantees the success and competitiveness of the Group. Bonduelle seeks to develop the professional experience and abilities of its employees at all levels through optional training and apprenticeship policies.

## FREEDOM OF EXPRESSION AND OPINION

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The Bonduelle Group commits to respecting the freedom of expression and opinion of all individuals in accordance with local laws and requirements.

All employees have the freedom to personally take part in activities or organizations, notably those that are political or religious, outside of working hours, that do not involve Bonduelle and for which it is clear they do not represent the company.

Furthermore, as each employee is an ambassador of the Bonduelle Group, it is important to act with good judgment in compliance with the values and interests of Bonduelle,

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# 4 AN HONEST COMPANY

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## QUALITY OF THE PRODUCTS AND THE SERVICES

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For Bonduelle, offering high-performing products and services of high quality prove its commitment and respect towards consumers. The Group pays particular attention to regulations regarding hygiene, quality control, regulations for food products and packaging. The trust established is a token of the company's sterling reputation and sustainability. The highest food safety is guaranteed by high-performing technological solutions and a perpetual adaptation to new regulatory requirements.

Bonduelle demands that these principles be applied in its supply chain.

## SUPPLIERS AND SUBCONTRACTORS

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The Bonduelle Group oversees that its subcontractors and suppliers carry out ethical approaches and encourage them to respect the principles of this charter.

It requires its suppliers and subcontractors to strictly comply with all of the legislative provisions regarding their activities and their professional environment.

As a result, Bonduelle's choice of employees for purchases and partnerships must take into account the sustainable and ethical behavior of their co-contractors by carrying out an assessment of their reliability, their integrity as well as their role in local economic and social life.

## COMPETITION

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The Bonduelle Group commits to respecting the national and international rules regarding competition and prohibits any practice that has the effect of inhibiting fair competition.

## TRANSPARENCY

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Bonduelle is committed to honestly interacting with its stakeholders, specifically by providing the required information and being open regarding the issues related to them. The shareholders, employees, staff representatives and consumers receive reliable, transparent and accurate information. The quality of the information provided to different Groups is part of the relationship of trust and transparency that Bonduelle wishes to establish and persist, while preserving its own interests in terms of innovation and competition.

## CONFIDENTIALITY

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Respecting confidentiality guarantees Bonduelle's integrity and ensures that a relationship of trust is maintained with its various stakeholders.

Bonduelle commits to respecting the confidentiality and security of the confidential information received from employees and stakeholders, and to not misappropriate their proper use by disclosing it or making it available to a third party.

It also requires that its employees respect the confidentiality and security of this information and data (including personal information).

Additionally, it is essential that all employees ensure that Bonduelle's own information remains strictly confidential.

## CORRUPTION AND CONFLICTS OF INTEREST

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Bonduelle is committed to fighting corruption and influence peddling and to put in place an anticorruption program in all countries in which it is located or where it has relationships. This program includes distributing the Code of Conduct for Ethical Business Practices that helps employees in delicate situations.

By applying these principles, all individuals must avoid situations where their personal interests may be put in conflict with those of Bonduelle and which may harm the Group. Objectivity should guide each individual in their relationships with the various partners of the Group. Any potential conflict should be revealed so that the company can prevent or resolve it.

## WHISTLEBLOWERS

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Bonduelle commits to protecting whistleblowers who signal or reveal in a selfless and good-faith manner any breach of this Charter or any clear or serious crime, infraction or violation, or threat or serious harm to public interest that he or she personally has knowledge of.

# NON-COMPLIANCE WITH THE ETHICS CHARTER

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So that the Bonduelle Group may comply with the principles of the Charter, all managers and all employees, in all countries, must adopt ethical behavior in the framework of their activities with the Group and not do anything contrary to the principles defined in this Charter and any of the documents inspired by it.

The Code of Conduct for Ethical Business Practices specifies the terms for carrying out these principles.

Any violations of the Charter may furthermore be brought to the attention of the superior in question or via the alert system.

The Ethics Committee may also be contacted to clarify situations of general interest when there is no response from management or the internal experts of the Group or in the event of shortcomings with the alert management procedure. In this event, the Ethics Committee may be contacted at the following address: **[ethic\\_committee@bonduelle.com](mailto:ethic_committee@bonduelle.com)**.