

ETHICS CHARTER OF THE BONDUELLE GROUP

Bonduelle
La nature, notre futur

2023 EDITION



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INTRODUCTION

A few definitions

In this Charter, the terms :

"Bonduelle" or "Bonduelle Group" refers to all Bonduelle group companies and all Bonduelle employees worldwide.

"Employee(s)" refers to all Bonduelle employees (on permanent contracts, fixed-term contracts, interns, work-study students, etc.) worldwide, as well as Bonduelle corporate officers.

"Stakeholder(s)" refers to shareholders, suppliers, service providers, distributors, customers, advisors, consumers and, more generally, any private or public person having a relationship with Bonduelle.

Why this charter ?

The cornerstone of our ethical approach since 2012, our Charter expresses the ideal we would like to achieve to inspire every Employee and Stakeholder.

Our mission is to "inspire the transition toward a plant-based diet to contribute to people's well-being and planet health": this means investing in the defense of our social, societal and environmental commitments.

We want our activities to have a positive impact on society, the economy, health and the environment.

As part of a continuous improvement process, our Charter defends and promotes our seven values: People-minded, Trust, Openness, Simplicity, Integrity, Fairness and Excellence..

Our commitments

Drawing on our long history, we have been committed to Corporate Social Responsibility for the past twenty years.

Our commitment to B corp certification has led us to strive for ethical excellence.

Who is it intended for?

This Charter is the common frame of reference for all Bonduelle Group employees.

We want our stakeholders to apply standards equivalent to our own.

To enable everyone to read and understand it, it has been translated into our usual languages. In the event of any discrepancy between different versions, the French version will prevail.

How can I use it?

In addition to respecting the fundamental legal framework, our Charter sets out the Bonduelle Group's standards and expectations in terms of business ethics.

It allows us to question our practices, while at the same time providing a decision-making tool to help us adopt an individual ethical approach while acting in accordance with Bonduelle's values.

Ethical dilemmas rarely have obvious solutions, and some situations are complex. This Charter will help you find solutions to certain situations, and guide you in your choices.

In the spirit of openness and trust, Bonduelle encourages dialogue and discussion on ethical issues.

If you have any questions, please refer to page 12 of the Charter.



Remember, just because you're allowed to do something doesn't mean it's in line with our values and our Charter: make sure you link ethics to your decisions.

INTRODUCTION

What is the role of the Manager?

Being an employee who respects and is committed to business ethics calls for an exemplary attitude on the part of managers.

As a manager, you must :

- Set an example and respect the Charter;
- Promote the Charter within your teams, explain it and convey its importance;
- Establish a climate of trust with your teams, so as to have transparent exchanges with them;
- Prevent, monitor and deal appropriately with breaches of this Charter;
- Listen to your employees and help them make ethical decisions.

Remember, ethical principles apply to all employees: your responsibilities are backed up by a duty to set an example.



A COMPANY BUILT ON INTEGRITY

In addition to complying with laws and regulations, we wish to promote an ethical approach to business, and this means ensuring the integrity of our company and our decisions.

The following commitments help to answer certain questions, and require us to be even more vigilant in their observance and implementation.

ENSURING FAIR COMPETITION

Our commitments

We are committed to operating fairly in the marketplace and to complying with the rules of free competition.

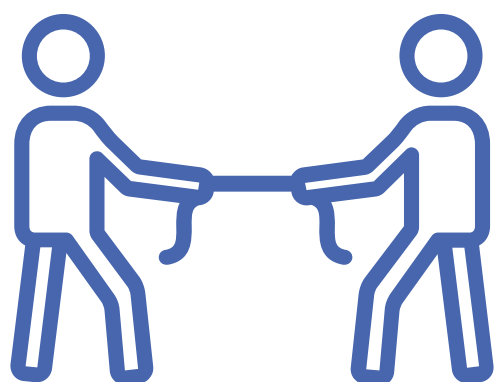
We expect the same level of commitment from our employees.

Any behavior that distorts competition puts Bonduelle at risk and would have a detrimental effect on our business activities and image. It would create an unfair situation for our consumers, who might not pay a fair price for the product.

What ethical behavior should we adopt?

To respect our commitments, we must :

- Refrain from collecting information relating to competitors' commercial policies;
- Refrain from divulging information concerning our commercial policy;
- Avoid any behavior that might hinder free competition.



Best practices

Case 1

I'm at a trade show, and an industrialist approaches me. He wants to discuss the level of price increase he intends to send to our joint customers.

What do I have to do?

In this situation, explain to your interlocutor that this practice may be considered anti-competitive and stop the discussion in order to respect our commitments and not put Bonduelle and your interlocutor's company at risk.

Case 2

I take part in an informative meeting which presents averages for our entire business sector.

How should I behave?

In this case, we're talking about averages, and if you don't have any specific information about a company, you can still take part in the meeting. If specific information on certain companies is presented, you must leave the room and ask for minutes to be sent to you.

GUARANTEEING DATA PROTECTION

Our commitments

We are careful to respect the relationship of trust established with our employees and stakeholders.

Bonduelle's internal information has value. Our employees must be vigilant not to reveal confidential information to unauthorized persons, and to limit the transmission of information.

It is essential to ensure that people entering our premises and those accessing our information systems are authorized. Malicious people could do us harm, and we must guard against this.

What ethical behavior should we adopt?

It is important to adopt the right reflexes to ensure the confidentiality of information, such as :

- Limiting the disclosure of information to our stakeholders to that which is strictly necessary;
- Prohibit access to our premises or information systems by unauthorized persons;
- Be vigilant when receiving suspicious e-mails.



Best practices

Case 1

I'm in the metro and my manager calls me: he needs sensitive information on an urgent case.

Are there any precautions I should take?

You're in a public place and several people can hear you: don't communicate sensitive information.

Tell your manager that you'll call him or her back as soon as you're in a private, isolated place.

The same applies when you're working on public transport: be vigilant and ask for a confidentiality filter on your computer if necessary.

Case 2

I receive an e-mail on my business address with an attachment, concerning a tax payment request. I'm not the right person to contact, so I download the document and send it to the right person.

Is this the right thing to do?

In this situation, you need to be extra vigilant: tax authorities don't send emails asking for money, so it's probably phishing or attempted fraud. Report the e-mail as spam! If you have downloaded the attachment, contact the IT department directly.

GUARANTEEING THE QUALITY OF OUR PRODUCTS AND SERVICES

Our commitments

Offering high-quality, high-performance products and services is proof of our commitment and respect for our customers.

We pay particular attention to the hygiene, authenticity, loyalty and quality of our products and their packaging.

Maximum safety is guaranteed by high-performance technological solutions and constant adaptation to new regulations and standards.

The trust thus established is a guarantee of Bonduelle's reputation and durability. We demand that these principles be applied throughout our supply chain.

What ethical behavior should we adopt?

We are demanding when it comes to food safety, and it is imperative that we :

- Comply with all regulations to guarantee the conformity and quality of our products;
- Ensure that the highest standards of hygiene and quality control are applied throughout our supply chain (from product design to distribution);
- Report any non-conformities detected to the Quality Department as soon as possible.

Best practices

Case 1

A supplier tells you that our corn may be contaminated with genetically modified organisms.

How do you react?

You must report this immediately to the BU Quality Department, which will carry out the necessary analyses. Appropriate measures will be taken to ensure food safety and the health of our consumers.

Case 2

I've noticed a leak in my tin of green beans. I'm wondering if there's a risk to my health.

Who can I contact?

If in doubt, do not consume the product. The website and product label indicate how to contact us, by mail, telephone or via the online form for the country in which you are located.



ENSURING FAIR TREATMENT OF OUR STAKEHOLDERS

Our commitments

Relations with our stakeholders are essential to the Group's sustainability and development, and to the fulfillment of our commitments in terms of business ethics.

We want our business relationships with our stakeholders to be based on the principles of loyalty, fairness, impartiality and vigilance.

Bonduelle bears a legal, commercial, financial and reputation risk, and the choice of a stakeholder who does not meet our expectations and does not comply with the law can have an impact on us.

Please also refer to the Guide to preventing corruption and influence peddling to help you in your decision.

What ethical behavior should we adopt?

We must respect several principles when selecting stakeholders:

- Recourse to the services proposed must be necessary, i.e. meet a justified need for Bonduelle;
- The evaluation, which is included in the supplier and customer forms, must be completed: it provides a better understanding of the risks of corruption and vigilance, and enables us to take the necessary measures;
- Reference should also be made to the Guide to preventing corruption and influence peddling

Make sure that our expectations in terms of honesty, anti-corruption and more generally business ethics are understood, respected and shared.

Best practices

Case 1

I read in the press that a farming partner is using child labor.

What should I do?

This practice respects neither human rights nor our values and commitments. In this situation, you should discuss the matter immediately with your manager and contact the person in charge of relations with the partner.

Case 2

I'm looking for a new service provider to carry out work at a Bonduelle plant.

I can choose between 2 service providers:

The 1st offers me a 5% discount on the work if he is chosen.

The 2nd informs me that he can pay the mayor to obtain authorization from the town hall within 7 days.

As the work is urgent, I'm not sure which one to choose.

Urgency must not be allowed to lead to forbidden acts! In such a situation, you must choose the 1st partner, as the discount is in Bonduelle's commercial interest. The 2nd would put you in a situation of influence peddling, which could lead to disciplinary sanctions and criminal liability.



A COMPANY COMMITTED TO PEOPLE

People-minded is one of our seven values, and we place this at the heart of our organization.

To maintain a culture based on loyalty, trust and solidarity, we are committed to providing a working environment conducive to respect, dialogue and openness.

We are vigilant in upholding international human rights standards, such as the conventions of the International Labour Organization (ILO) and the European Charter of Fundamental Rights, and we are a signatory of the United Nations Global Compact.

PROTECTING PEOPLE'S HEALTH AND SAFETY

Our commitments

We deploy stringent health and safety policies to ensure a safe and healthy working environment for everyone, whether in terms of physical or mental health.

We are committed to maintaining the highest standards of health and safety, in particular by developing a prevention policy and guidelines to ensure the best possible working conditions.

All employees must comply with Bonduelle's rules on hygiene, health and safety in the workplace.

This is also characterized by respect for the balance between private and professional life, for which Bonduelle undertakes to :

- respecting and ensuring respect for employees' rest and vacation times;
- ensuring the right to disconnect for its connected employees.

If an employee feels that an imbalance exists, he or she is encouraged to discuss the matter with his or her manager to find solutions that will enable him or her to regain a balance between his or her professional and personal life.

In general, Bonduelle aims to provide a working environment where everyone's well-being is a genuine concern.



What ethical behavior should we adopt?

When it comes to health and safety, we must be demanding and vigilant:

- Respect general safety instructions and those specific to your function;
- Put safety on the same level as other business logics;
- Take care of each other's health and safety in word and deed.

Best practices

Case 1

When I arrive in the morning, I notice a hole in the sidewalk.

What should I do about it?

You must immediately report the danger to the maintenance department or to the manager of the area concerned.

Case 2

I'm being asked to replace someone on a production line, even though I haven't been trained in safety on this installation.

What do I have to do?

Ask the line pilot to explain the safety instructions for the station before you start.

FIGHTING AGAINST ALL FORMS OF HARASSMENT

Our commitments

We protect our employees from any form of harassment, intimidation, violation of dignity or violence, whether physical, psychological or sexual.

We strongly condemn any behavior that could be construed as harassment.

Every employee has the right to respect and to a positive, harmonious and professional working environment in which everyone's ideas and contributions are recognized.

It is up to each employee to promote this commitment and ensure that it is respected by being open and straightforward in his or her dealings with others. This will help maintain a culture based on loyalty, trust and solidarity.

What ethical behavior should we adopt?

It's up to each and every one of us to :

- Promote living together, so that we can evolve and work in a healthy, friendly environment;
- Be respectful, open, tolerant and straightforward in our dealings with others;
- Report any behavior that could be construed as harassment.



Best practices

Case 1

My manager has been humiliating and degrading me for several weeks.

I'm afraid to talk about it and be taken as a victim.

What can I do about it?

The people around you at work should treat you with respect.

If you feel that this is not the case, you should discuss it with your manager, who may not have realized that his or her comments were inappropriate.

If you don't wish to do so, turn to someone in human resources, or report the behavior via the alert system.

Bonduelle will not tolerate behavior that does not comply with its commitments.

Case 2

A business partner sends me explicit messages several times a week and makes me feel uncomfortable at meetings.

What can I do about it?

This behavior is unacceptable, whether on the part of Employees or Stakeholders, and we cannot tolerate it.

Speak to your manager, a member of Human Resources or report it via the alert system.

PROMOTING DIVERSITY

Our commitments

We are convinced that diversity within Bonduelle is a source of wealth and opportunity.

We are committed, in all countries, to non-discrimination, whether direct or indirect, in terms of working relationships and conditions, on the grounds of age, color, marital status, disability, health, nationality, sexual orientation, origin, religion and gender.

This policy of non-discrimination applies from the moment of hiring and throughout our employees' careers.

We aim to provide an inclusive working environment, and are committed to a proactive policy of integration and job retention for disabled employees.

Each employee is an ambassador for Bonduelle, and it is important to act with discernment in accordance with our values and interests.

What ethical behavior should I adopt?

Acting on discriminatory behavior means, first and foremost, for each and every one of us to :

- Promote a culture of diversity and good living together;
- Respect everyone's freedom of expression and opinion;
- Ensuring that the distinction between your opinions, your personal interests and those of Bonduelle is clear.

Best practices

Case 1

I saw a colleague being called out in an offensive way about her origin.

What can I do about it?

This behavior is contrary to our commitments. In this situation, encourage the victim to discuss the matter with his or her manager or a member of human resources, or to report it via the alert system.

Case 2

I had a serious accident and as a result I have back problems. My doctor has advised me to apply to adapt my workstation and be recognized as disabled.

I'm afraid to talk about it and be judged.

First and foremost, Bonduelle will not judge you in this situation. Just be confident and tell your manager or human resources manager. Adaptations to your workstation can be discussed with the occupational physician, and you can be given the necessary help to obtain recognition as a disabled worker.



A SOCIALLY RESPONSIBLE COMPANY

We want to inspire the transition toward a plant-based diet to contribute to people's well-being and planet health.

To accelerate the food transition that lies at the heart of our mission, we have embarked on a global initiative to transform ourselves into a group with a positive impact. Through "The B!Pact", we are committing ourselves to concrete, measurable actions to increase the role of plant-based food in everyone's diet.

We have a responsibility to define the role we want to play through our impacts, and to seek a balance between our interests and the general interest.

RESPECTING COMMUNITIES

Our commitments

Through our international scope, we respect communities and seek to respect local cultures, enhance and develop their territories.

To this end, we voluntarily contribute to helping communities meet their socio-economic development needs.

This commitment can take the form of financial donations, in-kind product donations or employee volunteering.

We also support local associations through the Louis Bonduelle Foundation.

We encourage our employees to play an active role in the community and to get involved locally in actions that have a positive impact.

What ethical behavior should we adopt?

It is important to ensure that we :

- Conduct our business in a way that respects the social and cultural traditions of the communities we work with;
- Engage Bonduelle in actions that reflect its commitments and mission;
- Not forcing employees to contribute to projects supported by the Louis Bonduelle Foundation.

Best practices

Case 1

I'm a volunteer in a food aid association, which is considerably short of products and I know that Bonduelle has unsold stock this year.

Can I obtain some stock to donate?

We wish to support local initiatives of general interest, provided they are consistent with our commitments. In this situation, please contact the person in charge of the Louis Bonduelle Foundation, who will be able to help you.

Case 2

I've been approached by an association whose aim is to promote access to education. They are asking me if we can organize a collection of school supplies at Bonduelle.

Can I take this initiative?

In this situation, there doesn't seem to be any connection with our activities and the association's aim. However, if you contact the person in charge of the Louis Bonduelle Foundation, it is possible that another action could be envisaged to help this association.

PRESERVING THE ENVIRONMENT

Our commitments

It is our collective and individual duty to react and protect our environment, our ecosystems and biodiversity.

We support responsible agriculture throughout the world, and are constantly seeking new ways to grow, prepare and sell our products in a way that is kind to the environment.

We are continually seeking to reduce our environmental impact by making concrete, measurable commitments, as set out in our B!Pact.

What ethical behavior should we adopt?

To protect our environment, we need to make a daily commitment to:

- Contribute to environmental initiatives by practicing ecogestures;
- Ensure that our stakeholders are environmentally aware;
- Consider the environmental impact of your decisions.



Best practices

Case 1

I'd like to visit schools to talk to pupils about ecogestures we can all take.

Can I do this?

We encourage these initiatives when they are consistent with our mission and our commitments. Talk to your manager and the person in charge of the Louis Bonduelle Foundation, who will help you set up your project.

Case 2

I suspect that one of our stakeholders is not complying with environmental pollution and nuisance thresholds.

What can I do about it?

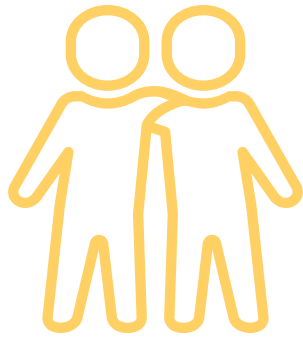
In line with our environmental commitments, we must ensure that our activities and those of our stakeholders comply with local environmental regulations.

If this is the case, talk to your manager and the dedicated contact in your country or BU.

If you are the direct contact, don't hesitate to discuss the matter with the stakeholder to make sure that regulations are being complied with, and if necessary take the necessary measures.

A CONCERN? LET'S TALK!

If you are aware of any behavior that is contrary to our commitments in terms of compliance and ethics



Feel free to discuss this with your manager, a human resources person or someone you trust.

Stakeholders can exchange information with their usual contact, and consumers via the Bonduelle website in the country where you are located.

You can also share it via the **secure external platform** at the following address : bonduelle.whispli.com/alert



What should I look out for when raising an alert?

To issue an alert, you must be acting in **good faith** and **not be receiving any direct financial compensation**. This means that when you become aware of the facts and the alert is launched, your information is **factual and accurate**.

In case of doubt, you can consult the **dedicated procedure, accessible on the alert platform**.

What protection do I have?

Feel confident, as a whistleblower, you are **protected** and **no reprisals will be taken against you**.

Bonduelle takes all the necessary measures to guarantee the **integrity and confidentiality** of your **identity**, of the **persons targeted** by the alert and of the **information gathered**.

Best practices

Case 1

I didn't get a raise this year, and I think it's unfair!

Can I raise an alert?

This case is not considered an alert, as it does not represent a breach of our ethical commitments. Please don't let this feeling of injustice continue. We encourage you to talk to your manager or a member of Human Resources, who will be able to help you understand this decision.

Casr 2

I'm being harassed at work.

What can I do about it?

This case could be considered an alert. If the elements reported are factual and sufficiently detailed. Investigative measures will be taken to put an end to any situation involving harassment. Whistleblower status protects you, so feel confident.