

Contractors Code of Conduct

Our Contractor Code of Conduct defines how we choose to do business and interact with our suppliers, service providers, business partners, clients and agents (hereinafter “**Contractor(s)**”).

FERMENTALG believes that it is its responsibility to involve its Direct and Indirect (production-related and non-production-related) Contractors, in our pursuit for economic performance, environmental quality and social responsibility both in respect of our own company and its Contractors.

Accordingly, FERMENTALG expects its Partners to commit to :

- (i) training their own employees and suppliers on their rights and obligations under this Code;
- (ii) providing FERMENTALG with verifiable information concerning the application of the principles described in the Code, and cooperating in the event of audits related to these principles conducted by FERMENTALG.

Any serious breach of the provisions of Applicable law and/or the rules of this Code (in particular, violation of human rights, children, money laundering, financing of terrorism, undeclared subcontracting, corruption or attempted corruption, competition law, consumer law, etc.) may result in the immediate termination of the relationship with the Contractor.

In this perspective, FERMENTALG's employees are expected to report to their management any practices in dealings with Contractors that are in violation of the Code.

This Code of Conduct, is based on the FERMENTALG's adherence to the main principles as defined in the following fundamental texts:

- The Universal Declaration of Human Rights ;
- The European Convention on Human Rights ;
- The principles of the United Nations Global Compact;
- The principles of the International Labour Organization;
- and all regulations governing Companies 'compliance.

1. ENVIRONMENTAL COMMITMENT

Fermentalg places at the heart of its policy the choice of Contractors having implemented environmental-friendly and ethical approaches. Then, Contractors :

- (i) ensure and demonstrate continuous environmental improvements, including a reduction in raw materials, energy, emissions, discharges, noise, waste and reliance on natural resources and hazardous substances by means of clear targets and improvement policies ;

- (ii) in accordance with the principles of product stewardship, identify the risks and environmental impact attached to their products and services during the production, distribution and transportation process as well as their entire lifecycle and look for opportunities to reduce them;
- (iii) continually evaluate and improve their products, working methods, production processes and services;
- (iv) have in place or shall establish procedures for the safe handling, storage, transportation, utilization and disposal of waste in accordance with the applicable legislation. As much as possible, they must recycle and revalorize waste and take appropriate measures for dangerous waste management;
- (v) provide customers and the general public with clear information about the environmental and safety aspects of their products and production processes;
- (vi) are committed to do no harm to local communities. Contractors shall systematically and regularly evaluate or shall employ the services of an external party to evaluate, the impact of their activities on local residents.

2. SOCIAL COMMITMENT

Contractors to Fermentalg agree to :

- (i) comply with applicable laws and regulations regarding wages, working hours, recruitment and employment contracts;
- (ii) allow employees to freely choose to organize or join employee unions, in accordance with applicable local law or regulations;
- (iii) prohibit all forms of discrimination (on the basis of race, ethnic background, nationality, age, religion, gender, sexual orientation, disability, political opinions, morals, health state, pregnancy state, trade union activities or family situation...), harassment and retaliation ;
- (iv) not use fraudulent or deceptive recruitment practices and promote gender equality and parity ;
- (v) not use forced labor or child labor and act in line with the article 32 of the Charter of Fundamental Rights of

the European Union, and more generally Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor) of the International Labor Organization;

- (vi) implement strict policies with the aim to creating a working environment free of incidents and injuries, and to preventing the occurrence of occupational diseases and health problems related to their activities ;
- (vii) ensure the quality of life of employees by respecting the right to privacy, the right to disconnect, the adoption of a teleworking charter, etc. ;
- (viii) ensure that the skills and information of employees are regularly updated ;
- (ix) and support local community.

3. **GOVERNANCE**

Laws and regulations.

Contractors :

- (i) operate in full compliance with international, national and local laws and regulations that are applicable to their business operations and obtain all the necessary permits ;
- (ii) conduct regular self-assessments of their operations and monitors their supply chain to ensure compliance with this Code.

Prevention of bribery. (passive or active corruption, conflicts of interest, influence peddling, money laundering, fraud, etc).

Contractors and all their representatives and delegates :

- (i) refrain from any form of corruption including extortion and active or passive bribery ;
- (ii) refrain from any direct or indirect participation in an activity related to money laundering or terrorist financing;
- (iii) respect that FERMENTALG employees do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of the decisions made by FERMENTALG or the Contractors ;
- (iv) are aware of and adhere to our anti-bribery requirements ;

- (v) disclose to FERMENTALG all available information about conflict of interest including financial interests of a FERMENTALG employee in any of Contractors' businesses.

Confidentiality. Contractors protect all confidential information provided by FERMENTALG and its respective business partners.

Transparent accounting. Contractors' accounting records and supporting documents and Contractors' customs documentation show a true, fair and complete picture and reflect the nature of the underlying transactions.