



Corbion

Partner Code

Corbion's purpose is to preserve what matters. We exist to champion preservation in all its forms, preserving food and food production, health, and our planet. Our aim is not to maintain the status quo, but rather to find new and better ways of operating in a changing environment - to empower one another, and the world, to do more with less.

We want to fulfill our purpose in a manner that is ethical and consistent with our values: Care, Courage, Collaboration and Commitment.

We collaborate with our business partners to achieve our purpose. As a sustainable company, we expect our partners to uphold similar standards on environmental and social responsibility. Partners include all stakeholders with whom Corbion has a business relationship including customers, distributors, joint venture partners, and other business partners. Expectations specific to our suppliers, sub-contractors and other third-party vendors can be found in Corbion's Supplier Code.

We require our partners to abide by all applicable international, national, state, and local laws and regulations in the places where they operate. Where applicable law differs from this Code, we expect our partners to comply with the more stringent requirements.

Our Partner Code is based on the Guidelines for Multinational Enterprises from The Organization for Economic Co-operation and Development (OECD), the Ethical Trade Initiative (ETI) Base Code, The UN Guiding Principles on Business and Human Rights and the eight fundamental conventions defined by the International Labor Organization (ILO).

Corbion will work with partners to ensure that they fully understand the intent and requirements of the Code. Several guidance materials are referenced throughout this Code to provide partners with further information on how to meet the Code's requirements.



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1. Business ethics

We expect that all of our partners conduct business fairly and with integrity.

This includes but is not limited to:

- ▶ Complying with all applicable local laws and regulations.
- ▶ Refraining from and working against corruption in all its forms, including extortion and bribery.
- ▶ Having internal controls to detect, prevent and respond to fraud and money laundering.
- ▶ Ensuring that decisions regarding transactions with Corbion are not influenced by personal or private interests.
- ▶ Ensuring that all business transactions with Corbion are accurately and completely recorded, and guarantee legal and fiscal compliance.
- ▶ Take all necessary measures to prevent any form of human trafficking within their operations and supply chains.

2. Human rights

We expect our partners to recognize the human rights of all people as outlined in the Universal Declaration on Human Rights and to align their practices with the UN Guiding Principles on Business and Human Rights.

We expect partners to carry out due diligence to identify, assess, and address actual and potential human rights risks, and to provide for remedy where these rights have been impacted.

3. Labor Conditions

We expect our partners to manage their operations and supply chains consistent with the Universal Declaration on Human Rights, the ILO fundamental conventions, and all applicable law.

Our partners:

- ▶ Ensure that employment is freely chosen
- ▶ Respect workers freedom of association and the right to collective bargaining
- ▶ Provide working conditions that are safe and hygienic
- ▶ Should seek to ensure that all workers are paid a living wage (the minimum remuneration to support basic needs in the area of operation).
- ▶ Ensure working hours are not excessive
- ▶ Do not discriminate based on nationality, race, religion, gender, age, sexual orientation, disability, etc.
- ▶ Provide regular employment
- ▶ Prohibit harsh treatment



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For details, guidance and resources see the [ETI Base Code](#).

If you as a partner, are involved in the production or sourcing of agricultural raw materials, please refer to the [Accountability Frameworks' Operational Guidance on Worker's Rights](#).

4. Environment

Our business partners comply with all relevant environmental laws and ensure that the necessary permits are in place. We expect partners to share our corporate commitments to proactively reduce carbon emissions, reduce water consumption, minimize impact on water quality and minimize waste generation.

5. Intellectual property

We expect our business partners to protect all confidential information provided by Corbion and its respective business partners.

6. Grievances

Our partners provide their employees and stakeholders with a mechanism to raise concerns or potential violations of the law. Such channels are established and operated in accordance with the Effectiveness Criteria of the UN Guiding Principles on Business and Human Rights. Partners prohibit retaliation against those raising the concern.

Those who wish to raise a concern regarding a (suspicion of a) violation by Corbion or its employees of any laws or regulations or Corbion's Code of Business Conduct or policies can do so through our SpeakUp channel.

References:

- ▶ [Decent work and the 2030 Agenda for Sustainable Development, ILO](#)
- ▶ [Ethical Trading Initiative \(ETI\) Base Code](#)
- ▶ [1998 ILO Declaration on Fundamental Principles and Rights at Work](#)
- ▶ [The Ten Principles of the UN Global Compact](#)
- ▶ [The UN Guiding Principles on Business and Human Rights](#)
- ▶ [Convention C138 - Minimum Age Convention, 1973 \(No. 138\) \(ilo.org\)](#)
- ▶ [Conventions C182 – Worst Forms of Child Labour Convention, 1999 \(No. 182\) \(ilo.org\)](#)

This code was approved by the Sustainability Steering Committee of Corbion in January 2024, updated in March 2025.