



Supplier Code

At Corbion, we exist to champion preservation in all its forms, preserving food and food production, health, and our planet.

This isn't about maintaining the status quo; it's about finding new ways of operating in a changing environment. It's about empowering one another, and the world, to do more with less. We want to achieve our purpose of preserving what matters in a manner that is ethical and consistent with our values: **Care, Courage, Collaboration** and **Commitment**.

We collaborate with our stakeholders, including our suppliers, to achieve our purpose.

As a sustainable company, we expect our suppliers to uphold similar standards on environmental and social responsibility by meeting the standards of the Corbion Supplier Code ("Supplier Code"). Our Supplier Code is based on the [Guidelines for Multinational Enterprises](#) from The Organization for Economic Co-operation and Development (OECD), the Ethical Trading Initiative (ETI) Base Code, The [UN Guiding Principles on Business and Human Rights](#) and the [fundamental conventions](#) defined by the International Labor Organization (ILO)



► **Supplier acknowledgement**

You are kindly requested to sign this document and to return it to your Corbion Procurement representative. You may also demonstrate your commitment to our Supplier Code through compliance with your own code of conduct or company policies that embrace these standards.

Corbion is committed to supporting suppliers in understanding and implementing the intent and requirements of the Code. Several guidance materials are referenced throughout this Code to provide suppliers with further information on how to meet the Code's requirements.

In case you are not able to sign our Supplier Code or require assistance or education on implementing its standards, please inform us.

Corbion may verify your compliance with the principles of our Supplier Code by self-assessments, third-party assessments, certification or on-site audits, and take corrective action if there is a reason for concern.



Supplier Code

1. Business ethics

We expect all of our suppliers to conduct business fairly and with integrity.

- ▶ Supplier complies with all applicable local laws and regulations.
- ▶ Supplier refrains from and works against corruption in all its forms, including extortion and bribery.
- ▶ All business transactions with Corbion are accurately and completely recorded, and guarantee legal and fiscal compliance.
- ▶ Supplier has internal controls to detect, prevent and respond to fraud and money laundering.
- ▶ Supplier ensures decisions regarding transactions with Corbion are not influenced by personal or private interests.
- ▶ Supplier reports possible violations of the Supplier Code to Corbion.

2. Human rights & labor conditions

Our suppliers recognize the human rights of all people as outlined in the [Universal Declaration on Human Rights](#) and align their practices with the [UN Guiding Principles on Business and Human Rights](#).

We require suppliers 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.

Suppliers comply with the [core International Labor Organization \(ILO\) principles](#) and has an integrated management system addressing worker's rights.

Specific expectations are listed below and based on the principles of the [Ethical Trading Initiative Base Code](#) which is founded on the conventions of the ILO and is an internationally recognized code of good labor practice.

For details, guidance and resources please see the ETI Base Code and the [Accountability Frameworks' Operational Guidance on Worker's Rights](#).

Child labor is not used or tolerated

- ▶ Supplier does not use or tolerate child labor; policies and procedures on child labor conform with the provisions of the relevant ILO conventions.

Employment is freely chosen

- ▶ Supplier ensures there is no forced, bonded or involuntary prison labor. Workers are not required to leave "deposits" or their identify papers and are free to leave their employer with reasonable notice.

No tolerance for human trafficking

- ▶ Supplier takes all necessary measures to prevent any form of human trafficking within their operations and supply chains.

No discrimination is practiced

- ▶ Supplier does not discriminate based on race, caste, national origin, religion, age, culture, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Freedom of association and the right to collective bargaining are respected

- ▶ Supplier accepts and recognizes the universal right of all workers to freedom of association and collective bargaining. Where these are restricted under law, the supplier facilitates the development of parallel means for independent and free association and bargaining.



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Working conditions are safe and hygienic

- ▶ Supplier provides safe and healthy working conditions for all employees, contractors and visitors and takes adequate steps to prevent accidents and injury.
- ▶ Supplier ensures access to clean facilities and potable water, and ensures that accommodation where provided is clean, safe and meets the basic needs of workers.

Working hours are not excessive

- ▶ Supplier ensures working hours are not excessive and comply with applicable laws, for all employees. Supplier establishes reasonable working hours, adequate rest periods, and fair compensation for overtime work.

Living wages are paid

- ▶ Suppliers should seek to ensure that all workers are paid a “living wage” (i.e. the minimum remuneration to support basic needs in the area of operation).

Regular employment is provided

- ▶ Supplier provides clear written guidelines to employees explaining the terms and conditions of their employment, and their rights and duties. Supplier seeks to provide regular employment and ensures that work is performed on the basis of recognized employment relationship established through national law and practice.

No harsh treatment is allowed

- ▶ Supplier does not tolerate harsh or inhumane treatment. There is no physical abuse, verbal abuse, threats or other forms of intimidation.

Rights of local communities are respected

- ▶ Supplier prevents and mitigates adverse social and environmental impacts on their local communities.

Land tenure rights are respected

- ▶ Where relevant the supplier respects land tenure rights in alignment with the principle of free, prior and informed (FPIC) consent of communities when conducting activities that may affect them.

3. Environment

We expect suppliers to share our corporate commitments to proactively reduce carbon emissions, reduce water consumption, minimize impact on water quality and minimize waste generation.

- ▶ Supplier complies with all relevant environmental laws and ensures that the necessary permits are in place.
- ▶ Supplier strives to increase resource efficiency and decrease environmental impacts throughout its operations and value chain by applying circular economy principles (see CEAP categorization system). Supplier strives to minimize emissions to air, water and soil and impacts to biodiversity.
- ▶ Suppliers are encouraged to define science-based CO₂ reduction targets and to have these targets validated by the Science Based Targets.
- ▶ Supplier are encouraged to track and documents all relevant Scope 1 and 2 greenhouse gas emissions at the facility and/or corporate level and when available to share this information with Corbion annually, specific to the products supplied.
- ▶ Chemicals, waste, and other materials posing a hazard to humans or the environment are identified, labeled and managed to ensure safe handling, movement, storage, use, recycling or reuse, and disposal.
- ▶ Supplier works systematically to ensure that its direct and indirect operations result in zero net deforestation.
- ▶ Suppliers provides transparency to customers and other relevant stakeholders about the environmental and safety aspects of their products and production processes.



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4. Product quality and safety

We expect that all of our suppliers manufacture, process, inspect and verify products to comply with all relevant product safety, regulatory, and quality systems requirements.

5. Intellectual property

Supplier protects all confidential information provided by Corbion and its respective business partners.

6. Responsible procurement

Supplier should seek to ensure that the values and requirements of the Supplier Code are respected by their own supplier.

7. Subcontractor and service provider compliance

Any parties engaging on behalf of Corbion or performing work for the benefit of Corbion will be made aware of this Supplier Code and will act in accordance with it.

8. Grievances

Our suppliers 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. Suppliers prohibit retaliation against those raising the concern.

As a resource to support development of a grievance mechanism, see the [AFI's Operational Guidance on Access to Remedy and Remediation](#), which includes a sample terms of reference for a company grievance mechanism.

Corbion shall be notified if and when any grievances are filed that raise concerns or allege problems that would constitute violations of this Code.

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

- ▶ [1998 ILO Declaration on Fundamental Principles and Rights at Work](#)
- ▶ [Accountability Framework Initiative Operational Guidance](#)
- ▶ [Convention C138 - Minimum Age Convention, 1973 \(No. 138\) \(ilo.org\)](#)
- ▶ [Conventions C182 - Worst Forms of Child Labour Convention, 1999 \(No. 182\) \(ilo.org\)](#)
- ▶ [Decent work and the 2030 Agenda for Sustainable Development, ILO](#)
- ▶ [Effectiveness Criteria of the UN Guiding Principles on Business and Human](#)
- ▶ [Ethical Trading Initiative \(ETI\) Base Code](#)
- ▶ [Ethical Trading Initiative living wage guidance](#)
- ▶ [EU Circular Economy Categorisation system for the Circular Economy](#)
- ▶ [OECD Guidelines for Multinational Enterprises](#)
- ▶ [Science Based Targets](#)
- ▶ [The Ten Principles of the UN Global Compact](#)
- ▶ [The Universal Declaration on Human Rights](#)
- ▶ [The Guiding Principles on Business and Human Rights](#)



Corbion

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The undersigned herewith confirms to comply with the above-mentioned standards.

Company:

Name:

Function:

Date:

Signature:

Content Owner: Sustainability Department

Contact: VP Sustainability

Approved by: Executive Committee

Effective as per: March 2025

Version: 5.0. This Code replaces the Supplier Code that came into effect in December 2018.

Translation: This Code is published in English and other languages. The English version prevails.