

SYNGREDIENT CODE OF CONDUCT AND ETHICS

COMMITMENTS EXPECTED OF OUR CLIENTS AND STRATEGIC PARTNERS

Besides the positive aspects like market transparency and fair prices, a global trading platform for feed and food ingredients might impact the global socio-economic balance negatively. With the purpose of ensuring a responsible conduct, we do expect some commitments of our platform users and strategic partners. These requirements have been prepared in accordance with the ten principles of the UN's Global Compact. (<https://www.unglobalcompact.org/what-is-gc/mission/principles>)

ENVIRONMENT

The client shall comply with national laws and the principles in the Global Compact concerning the environment. The client shall actively work to reduce emissions into the air, soil and waterways and make more efficient use of resources.

BUSINESS ETHICS

All forms of corruption, bribery, money laundering and unlawful restrictive trade practices are strictly prohibited.

WORKING ENVIRONMENT AND SOCIAL CONDITIONS

The client shall support and respect internationally declared human rights and treat its employees fairly, equally and with respect.

FREEDOM OF ASSOCIATION

The client shall respect its employees' right to form or join trade unions as well as the right to collective negotiations.

WORKING HOURS

Working hours must comply with national legislation and agreements. Overtime must not be demanded on a regular basis.

WAGES

Wages, benefits and overtime compensation shall at the very least comply with national legislation and agreements. Any deduction from wages as a disciplinary measure is prohibited.

FORCED LABOUR

No form of forced labour or labour linked to any form of punishment is permitted. No employee may be forced to hand over valuables or identification papers to his/her employer.

CHILD LABOUR

Syngredient does not accept child labour. Every child is to be protected from economic exploitation and from carrying out work that can be considered

dangerous, to have a negative effect on the child's education or to be harmful to the child's health or development.

DISCRIMINATION AND OPPRESSION

Syngredient does not accept discrimination, threats, oppression or harassment in any form.

WORKING ENVIRONMENT AND SAFETY

The supplier shall at least comply with the minimum standards according to local laws and regulations regarding the working environment. Accidents and work-related injuries must be prevented.

FOLLOW-UP AND ENFORCEMENT

Enforcement of this Code of Conduct is important to Syngredient's business. It is the client's responsibility to ensure that this Code of Conduct is implemented.

If we get notice of a client's fail to comply with the terms of this Code of Conduct and if improvements are not made within an agreed time period, Syngredient may terminate its business with the client.

ADHESION TO THE CODE OF CONDUCT FOR RELATIONS WITH CLIENTS AND STRATEGIC PARTNERS