

## SUCRES ET DENRÉES CORPORATE CODE OF CONDUCT

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### Introduction

Sucres et Denrées (“Sucden”) is committed to conducting business in a lawful, responsible, ethical and sustainable manner and requires that its employees and business partners worldwide demonstrate this same commitment.

Sucden adopted a **Corporate Social Responsibility (CSR) Framework** centered around four main principles: **Business Practices, Social Standards, Respect for the Environment, and Community Involvement.**

Our Corporate Code of Conduct (CCC), which complements our Corporate Social Responsibility Framework, defines the business practices and behaviors we expect from our employees worldwide. It outlines principles we uphold when conducting business around the world as well as our commitment to comply with all relevant government laws, rules and regulations. Our CCC also stipulates how we manage human rights, labor, social equality and welfare, health and safety, environmental protection, anti-corruption, anti-bribery, anti-money laundering as well as economic/trade sanctions.

Sucden is dedicated to developing mutual trust and confidence with business partners who share these same values and business practices.

### 1. Business Practices

- **Compliance with all applicable laws and contractual obligations**

Sucden is committed to conducting its business and operations in compliance with applicable laws and regulations and in accordance with our contractual obligations.

To comply with applicable laws, we established specific anti-bribery (including gifts & invitations), anti-corruption, AML policies, applicable to all Sucden employees. Any breach against the policies might lead to disciplinary sanctions as provided in internal policies.

- **Integrity**

Sucden undertakes to manage our business fairly and with integrity.

We respect the intellectual property rights and confidential information of our competitors, customers and suppliers and do not use them in an inappropriate manner.

We comply with trade restrictions and boycotts that apply to our activities and business opportunities.

We deal fairly with our customers, suppliers and other business partners and treat them respectfully and honestly. Sucden has implemented a Whistleblowing policy to consider and review any report of serious misconduct violating the present code or any act that would constitute a criminal offense.

- **Food Safety**

Sucden is dedicated to providing our business partners, clients and customers with safe and quality products.

We comply with applicable industry-specific food safety laws and regulations and ensure food safety and quality standards of our products and services.

## 2. Social Standards

- **Employment laws and social standards**

Sucden is resolute regarding the respect of human rights.

We recognize, and adhere to, the principles set out in the Universal Declaration of Human Rights and by the International Labor Organization.

We comply with local and international relevant regulation regarding forced, involuntary or child labor.

We support equal rights and non-discrimination in employment and at work.

We comply with applicable employment laws and regulations. We pay fair living wages and benefits and we invest in the development of our employees.

- **Health and safety**

Sucden is committed to ensuring healthy and safe working conditions for all our employees, business partners and visitors at our facilities.

We comply with all applicable health and safety laws and regulations.

We encourage employees to follow health and safety laws and requirements that apply to their jobs.

## 3. Respect for the environment

- **Environmental footprint and sustainable agriculture**

Sucden supports and encourages a more efficient use of natural resources and to the protection of the environment.

We adhere to all environmental laws and regulations that apply to our operations and facilities.

We work to reduce the impact of our activities on the environment.

We are reducing our industrial, agricultural and environmental impact through efforts to minimize waste, a more efficient use of resources, a reduction in emissions as well as through sustainable agricultural practices. We are committed to reducing our environmental footprint worldwide.

We are willing and ready to help farmers in our supply chain improve their productivity and to better manage their farms through use of good agricultural practices and training on use of agrochemicals.

We also support sustainable agriculture through partnerships and/or support of organizations which protect and defend these principles.

#### 4. Community Involvement

- **Good corporate citizenship**

Sucden aspires to be a good corporate citizen and commits to support the people and communities where it operates.

The Fondation Sucres et Denrees, as well as the Sucden Financial “We Care” program, provide financial support to communities in need and for programs that meet our targeted objectives of access to education, protection of the environment as well as promotion of health and nutrition.

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Paris, April 2, 2019  
MR Serge VARSANO

*This version shall be effective upon its signature, and replaces every previous statement.*