



# **Abstract of SanoRice Code of Ethics**

## GENERAL PRINCIPLES

Fairness, trust, integrity and respect for the law are the values that should characterise the relationships between employees within the company as well as with customers, suppliers and all who interact with SanoRice Group in various ways. The Code of Ethics is a document approved by the senior management describing the business principles, including the obligations and responsibilities for employees carrying out their tasks.

The code is the company's guideline for assuring effective prevention and detection of violations of laws and regulations. Proportionate sanctions will be issued if violation of the Code is proved. SanoRice Group requires all workers and recipients to respect the following business ethical values. The code is in line with the principles of the Ethical Trading Initiative (ETI) code.

### 1. Legal requirements

SanoRice Group believes that local and international legislation is the basic standard for the company. For this reason, no legal violations will be tolerated. Legal violations may lead to proportionate consequences.

### 2. Ethical standards

Employees of SanoRice Group shall avoid practices resulting in violation of competition laws. SanoRice Group does not tolerate any kind of bribery to public or private organisations. See the SanoRice anticorruption procedure for details.

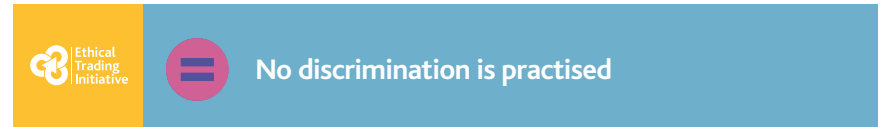
### 3. Employee standards

Every employee is required to adhere to the following rules:

- Relationships among employees shall be based on fairness, trust, integrity and respect for the law.
- Every employee shall act in the best interest of the company. Employees and recipients of the code shall therefore avoid any possible conflict of interest, which could influence independence of judgment. Any situation that creates a potential conflict of interest shall be reported to the management.
- Employees shall act in line with the Code and avoid any action that shall damage the reputation of SanoRice.
- Employees shall promptly report any possible violation of the code. The reporter of the violation as well as the party/parties subjected to violation of the code

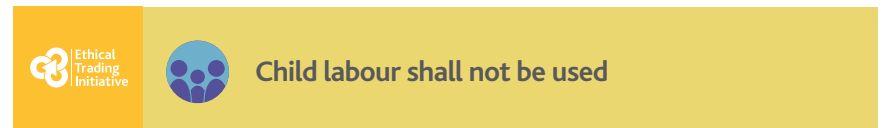
will be adequately protected and supported by SanoRice Group.

- Employees must comply with all the internal rules adopted by the company. Employees should consult the management for any questions related to the interpretation of the code. Employees must co-operate in any investigation in connection with code violations.



### 4. Discrimination

SanoRice is committed to avoiding any discrimination. SanoRice employs people who reflect the diverse nature of society and values their contribution regardless of age, sex, disability, sexual orientation, race, skin colour, religion, marital status or ethnic background. There is zero tolerance for any sexual, physical or mental harassment. Employees are strictly required to adhere to these rules and to avoid any discrimination. Any violation will result in appropriate sanctions. Victims of discrimination acts will be adequately protected and supported; grievance procedures and appointed contacts are in place for this.



### 5. Child labour

International Human Rights law bans child labour and it is also forbidden within SanoRice Group. The applied reference is the minimum employment age limit defined by national law and regulations in compliance with relevant International Labour Organization (ILO) standards and ETI code. Young persons under 18 years shall not be employed at night or in hazardous conditions.



**Employment is freely chosen**

## 6. Forced labour

Forced labour refers to situations in which people are forced to work through the use of violence or intimidation or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. Forced labour is strictly forbidden inside SanoRice.



**No harsh or inhumane treatment is allowed**

## 7. No harsh or inhumane treatment is permitted

Physical and corporal punishment is prohibited by law. Physical abuse, the threat of physical abuse, sexual or verbal harassment and other forms of intimidation are strictly forbidden inside SanoRice Group.



**Regular employment is provided**

## 8. General labour practices & Freedom of association

All work performed inside SanoRice Group shall be on the basis of recognised employment contracts in line with national law. SanoRice strives to be a regular employer.



**Freedom of association and the right to collective bargaining are respected**

We respect general labour rights. Workers may form and join organisations of their choice and enter into collective negotiations pursuant to legislation and

Collective Labour Agreement. SanoRice ensures that workers who participate in such organisations are not subject to discrimination or disciplinary actions.



**Working hours are not excessive**

## 9. Working hours

SanoRice identifies and respects local legal limits on working hours and compensates overtime according to the agreed contract. Overtime hours are voluntary. Employees are entitled to holidays and free days in line with our Collective Labour Agreement and our written internal agreements.



**Living wages are paid**

## 10. Wages and benefits

SanoRice provides salaries and benefits at least in line with applicable laws. SanoRice records employee working hours and deductions completely and accurately. Payments of salary and benefits are made in a timely manner.



**Working conditions are safe and hygienic**

## 11. Health & Safety

SanoRice works in line with the guidelines and rules on safety, health and the environment. We are strongly committed to ensuring a safe and hygienic environment to workers and all parties concerned, providing appropriate facilities and working conditions, training activities and relevant information. Every SanoRice employee is responsible for following the procedures and rules relating to health and safety at work. Nobody shall confront him or herself and other employees with potential hazards that may cause physical or psychological harm.



## 12. Environment

SanoRice complies with all the relevant environmental legislation, takes responsibility to minimise pollution, develops working techniques compatible with the environment and is committed to contributing to environmental protection and preserving natural resources. Every employee shall respect the internal rules on environmental protection.

## 13. Product safety and responsibility

As a "Food Business Operator", the main SanoRice commitment of is to meet product requirements for product safety, quality, legality, process and specification. In addition, SanoRice wants to assist customers in the development of new sustainable and responsible products.

Every employee shall respect the internal rules on product safety and responsibility.

## 14. Business ethics, privacy and confidentiality

SanoRice adopts financial control and accountability systems adequately to fulfil legal requirements. Private and confidential information and personal data are treated in line with all applicable laws.

To do this:

- Every employee shall protect the expertise present inside SanoRice as resource. Improper disclosure could damage the image for our company and stakeholders.
- SanoRice employees and other recipients are required not to disclose to third parties any confidential information, such as technical, technological and commercial information, learned during their employment with SanoRice.

Any exception shall be authorised by the company's senior management.

These confidentiality obligations shall continue after the termination of the employment relationship.



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