	SanoRice Holding B.V. and Subsidiaries Code of Conduct for sustainable sourcing	Version 03 Page 1/4
Release date 29/05/2017		Revision date 07/09/2023

SanoRice Holding BV. and subsidiaries (SanoRice Holding BV, SanoRice Netherlands, B.V., SanoRice Belgium NV, SanoRice Italia Srl, SanoRice Poland Sp. z o.o.), hereafter SanoRice, made this document to communicate our principles and commitments about the matter of sustainable sourcing.

This code of conduct is in line with the principles of the SanoRice Code of Ethics and refers to the main international standards and guidelines, Ethical trading Initiative (ETI) base code, the International Labour Organization (ILO), the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the Principles of the UN Global Compact, the OECD-FAO Guidance for Responsible Supply Chains.

SanoRice recognizes our supplier base as essential factor for maintaining competitiveness and building high valued and sustainable chains. Due to this, we intend to select, develop and maintain long-term - suppliers relationships based on mutual benefit, complying with relevant laws and regulations and sharing the commitments described in this Code.

We expect our Suppliers, Contractors, Agents and other providers of goods and services to follow and comply with the requirements and principles outlined in this Code of Conduct. SanoRice takes for granted that our suppliers require the same from their suppliers and subcontractors, especially when Suppliers are based in risk countries as indicated inside the BSCI classification and by the International Labour Organization.

Business partners shall work actively to ensure application of the requirements through suitable and tangible measures towards employees, suppliers, subcontractors and relevant partners.

Upon request by SanoRice, all duly informed business partners shall provide information and evidences about the application to this code of conduct and can receive social audits in their own companies or the relevant production facilities of their subcontractors. Such social audits will be conducted by SanoRice or a third party authorized by SanoRice. As part of the verification, compliance with the principles listed herein and/or their current level of implementation must be documented so that any improvement measures can be mutually determined.

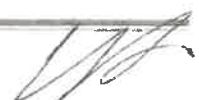
In the event of non-compliance with this Code of Conduct, the business partner shall initiate appropriate corrective measures. To this end, SanoRice will cooperate and provide the business partner with sufficient time for improvement.


Principles 1-9 of this Code refer to the Ethical trading Initiative (ETI) base code used as reference standard code from SanoRice. For definitions, references and complete information we kindly ask for referring to the complete ETI CODE at link <https://www.ethicaltrade.org/eti-base-code>

1. Employment is freely chosen (ETI base code 1., ILO Conventions Nos. 29 and 105)

There is no forced, bonded or involuntary prison labour.

Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.



	SanoRice Holding B.V. and Subsidiaries Code of Conduct for sustainable sourcing	Version 03 Page 2/4
Release date 29/05/2017		Revision date 07/09/2023

2. Freedom of association and the right to collective bargaining are respected (ETI base code 2., ILO Conventions Nos. 87,98, 135 and 154)

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

The employer adopts an open attitude towards the activities of trade unions and their organizational activities.

Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates the development of parallel means for independent and free association and bargaining.

3. Working conditions are safe and hygienic (ETI base code 3., ILO Convention No. 155 and ILO Recommendation No. 164)

A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular and recorded health and safety training, and such Training shall be repeated for new or reassigned workers.

Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

The company observing the code shall assign responsibility for health and safety to a senior management representative.

4. Child labour shall not be used (ETI base code 4., UN Convention on the Rights of the Child, ILO Conventions Nos.79, 138, 182 and ILO Recommendation No. 146)

There shall be no new recruitment of **“child labour”**.

Companies shall develop or participate in programs of quality education for the transition of any child found to perform child labour until no longer a **“child”**;

Children and young persons under 18 shall not be employed at night or in hazardous conditions.


*Note: for definitions of **“child labour”** and **“child”** please refer to <https://www.ethicaltrade.org/eti-base-code>*

5. Living wages are paid (ETI base code 5., ILO Convention No. 131)

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

	SanoRice Holding B.V. and Subsidiaries Code of Conduct for sustainable sourcing	Version 03 Page 3/4
Release date 29/05/2017		Revision date 07/09/2023

6. Working hours are not excessive (ETI base code 6., ILO Convention No. 1 and 14)

Working hours must comply with national laws, collective agreements, and the below provisions, based on international labour standards, whichever affords the greater protection for workers. Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.*

All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

The total hours worked in any seven day period shall not exceed 60 hours

Workers shall be provided with at least one day off in every seven day period or, where allowed by national law, two days off in every 14 day period.

* International standards recommend the progressive reduction of normal hours of work, when appropriate, to 40 hours per week, without any reduction in workers' wages as hours are reduced.

Note: for details about exceeding working hours please refer to <https://www.ethicaltrade.org/eti-base-code>

7. No discrimination is practiced (ETI base code 7., ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. Regular employment is provided (ETI base code 8.)

To every extent possible, work performed must be on the basis of recognized employment relationship established through national law and practice.

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

9. No harsh or inhumane treatment is allowed (ETI base code 9.)


Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Measures shall be established to protect employees from sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

10. Legal Compliance

Compliance with all applicable laws and regulations, industry minimum and agreed standards, ETI base code, ILO and UN Conventions, and any other relevant statutory requirements whichever requirements are more stringent, shall be met.



	SanoRice Holding B.V. and Subsidiaries Code of Conduct for sustainable sourcing	Version 03 Page 4/4
Release date 29/05/2017		Revision date 07/09/2023

11. Prevention of corruption and unfair behaviors

All forms of corruption, including blackmail, extortion and bribery that could infringe the generally accepted commercial rules or the principles of this Code shall be prevented.

To conduct business with SanoRice, suppliers must enter into formal agreements and execute purchase orders that mandate compliance with the Supplier Code and accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.

In line with the SanoRice Code of ethics, Suppliers are stickily required to avoid providing or offering gifts to SanoRice employees that could inappropriately influence SanoRice business decisions or gain an unfair advantage.

12. Environmental and Welfare Responsibility

Production and activities shall not conflict with national or international environmental legislation and regulations. Implementation of adequate, reasonable tools shall be in place to minimize the impact of operations on the environment, with a view to reducing pollution, making a rational use of resources, minimizing water, paper and energy consumption, reducing waste generation and emissions, favoring eco-efficiency.

Attention shall be paid to local environments and/or farming areas to avoid excessive exploitation or pollution, to protect biodiversity and develop and apply sustainable systems of agriculture, in respect of local communities concerning the use of land or other natural resources upon which such population groups depend.

When applicable to the activities and anyway along the entire value chain, animal welfare shall be considered in order to avoid unnecessary or unreasonable pain or distress.

AREA TO BE FILLED IN BY SUPPLIER OR BUSINESS PARTNER

By signing this document we confirm that we have read and understood contents of SanoRice Code of Conduct and will, as a supplier to SanoRice Holding BV and Its subsidiaries, be working in accordance with the Code of Conduct.

Company name & address: _____

Name and Signature: _____ Company stamp:

Company position: _____ Date of signature: _____

Kindly return this document, duly signed, to SanoRice Holding – or the relevant subsidiary from which you have received the Information and the Code of Conduct.