

SUSTAINABLE PROCUREMENT POLICY



2024

Contents

p.3 **WHY** HAVE A SUSTAINABLE
PROCUREMENT POLICY?

p.4 **COMMITMENTS** OF COMPAGNIE FRUITIÈRE

2.1 | COMPAGNIE FRUITIÈRE'S SUSTAINABLE
DEVELOPMENT COMMITMENTS p.4

2.2 | COMPAGNIE FRUITIÈRE'S COMMITMENTS
TO ITS SUPPLIERS, SUBCONTRACTORS AND SERVICE
PROVIDERS p.6

p.7 **COMMITMENTS** OF SUPPLIERS, SUBCONTRACTORS
AND SERVICE PROVIDERS TO COMPAGNIE FRUITIÈRE

3.1 | PRINCIPLES p.7

3.2 | SOCIAL COMMITMENTS p.7

3.3 | ENVIRONMENTAL COMMITMENTS p.9

3.4 | ETHICAL COMMITMENTS p.10

3.5 | COMPLIANCE WITH THE SUSTAINABLE PROCUREMENT POLICY
AND CONTINUOUS IMPROVEMENT p.11

p.12 **SIGNING** OF THE SUSTAINABLE
PROCUREMENT POLICY



1. WHY HAVE A SUSTAINABLE PROCUREMENT POLICY?

As a European leader and Africa's main fruit producer, Compagnie Fruitière has placed sustainable development at the heart of its strategy, and sees it as a genuine lever for creating value for both the company and all its partners. In this context, Compagnie Fruitière is committed to ensuring that social responsibility is reflected in its decision-making processes and in the deployment of its subsidiaries' activities, whatever their business or geographical location.

For all its interested stakeholders (employees, customers, consumers, etc.), the company is committed to bringing to market products that respect people and the environment, while making a lasting contribution to the socio-economic and environmental development of the areas in which it operates.

Compagnie Fruitière has formalised all of its ethical, social and environmental commitments in a Corporate Social Responsibility Policy, which defines the general framework of its CSR policy and provides guidelines for each subsidiary to implement its values and commitments on a daily basis.

In addition, Compagnie Fruitière has defined a sustainable development strategy based on **3 pillars**:

1. Social

**PROMOTING
exemplary
working
conditions
throughout
the value
chain**

2. Environmental

**PROMOTING
sustainable agriculture
and activities with
a lower environmental
impact**

3. Societal

**ESTABLISHING
a positive
anchor in
the regions
in which it
operates**

Moreover, Compagnie Fruitière has created a Vigilance Plan, in accordance with French law no. 2017-399 of 27 March 2017 on the duty of vigilance of parent companies and contracting companies, which aims to present the measures put in place within Compagnie Fruitière and its subsidiaries to assess its activities as well as those of its subcontractors and suppliers in order to identify risks and prevent serious violations of human rights and fundamental freedoms, or of the health and safety of people and the environment.

At the same time, Compagnie Fruitière is strengthening its CSR approach by implementing a Sustainable Procurement Policy, which is derived from its CSR Policy. Compagnie Fruitière wishes to strengthen commercial relations between its buyers, suppliers, subcontractors and service providers, share its ethical commitments and involve them in its development policy and continuous improvement approach.

Compagnie Fruitière is committed to ensuring that all its suppliers, subcontractors and service providers, wherever they are based, respect human rights and, more generally, current international standards, as well as the ethical, social and environmental standards identified as priorities in its social and environmental responsibility policy.

This Policy describes all the social, environmental and societal commitments that Compagnie Fruitière asks its suppliers, subcontractors and service providers to respect, as well as the commitments that Compagnie Fruitière makes to them.

Compliance with this Policy is a key condition for ensuring the continuity and sustainability of our business relations. Compagnie Fruitière relies on all its partners, as well as its own teams, to apply it on a daily basis.

Jérôme Fabre
Executive Chairman

2. COMMITMENTS OF COMPAGNIE FRUITIÈRE

**Compagnie Fruitière
will use its best efforts to:**

DESIGNATE

one (or more) person(s)
responsible for the effective
implementation of the
Sustainable Procurement
Policy;

ENSURE SUPPLIERS

subcontractors and service
providers sign the Policy;

REGULARLY CHECK

that its suppliers,
subcontractors and service
providers are applying
the Policy.

**In addition, Compagnie
Fruitière will revise
this Policy as necessary.**

2.1 | COMPAGNIE FRUITIÈRE'S SUSTAINABLE DEVELOPMENT COMMITMENTS

Compagnie Fruitière applies the laws in force in each country where it operates. Its corporate social responsibility policy is based respecting international standards of conduct, such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the ILO's Fundamental Conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ETI (Ethical Trading Initiative) Base Code, and the guidelines of ISO 26000 standard on corporate social responsibility.

Compagnie Fruitière also applies the 10 principles of the United Nations Global Compact:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Compagnie Fruitière has set up an anti-corruption system in accordance with the regulations in force in France and the United Kingdom.



More specifically, as part of its corporate social responsibility policy, Compagnie Fruitière has put in place the following rules, to be respected by all its subsidiaries:

Forced labour

Forced labour, in any form, is not permitted.

Child labour

Child labour is not permitted. Hiring or giving work to people under the minimum working age, as defined in ILO Fundamental Conventions 138 and 182, is forbidden. It is also forbidden to entrust dangerous work to minors, i.e., people under the age of 18.

Although Compagnie Fruitière is established in countries where work by minors is still a reality permitted by local regulations, it has long since prohibited all forms of child labour in all its subsidiaries, through HR policies that have been in place for many years (CSR Policy, auditing as part of personnel records management, etc.).

Harassment

Employees must not be subjected to physical punishment, harassment or abuse of a physical, sexual, psychological or verbal nature.

Remuneration

Salaries, including overtime pay and benefits, respect the minimum levels required by the legal and regulatory provisions in force.

Working hours

Unless national provisions impose a lower number of working hours, in a week, employees generally do not work more than 48 hours (standard working week) or 60 hours (maximum working week, including overtime). Employees are entitled to at least one day off in every seven-day period, unless exceptional circumstances prevent them from doing so.

Discrimination

Employees are treated fairly and equitably, on the basis of their skills and qualifications, particularly in decisions relating to their recruitment, promotion, remuneration, bonuses and benefits, training, dismissal or termination of their employment contract (this list is not exhaustive).

Health and safety in the workplace

The company is committed to providing a safe and healthy working environment so as to avoid accidents and injuries. The legal provisions in force at local level are considered to be the minimum to be respected, in addition to the approaches developed as part of the company's various external certifications and internal policies.

Freedom of association and collective bargaining

Employees' legal right to freedom of association and collective bargaining is recognised and respected.

Environment

The environmental provisions and standards applicable to Compagnie Fruitière's activities, wherever it operates, are respected and ethical environmental practices are observed. This approach is part of a continuous improvement programme that includes a commitment by Compagnie Fruitière to reduce its carbon footprint.

In accordance with the United Nations Guiding Principles, the provisions of Articles 8 and 17 of French law no. 2016-1691 of 9 December 2016 on transparency, the fight against corruption and the modernisation of economic life, known as the "Sapin II Law", the provisions of French law no. 2022-401 of 21 March 2022 and Decree no. 2022-1284 of 3 October 2022, as well as the provisions of French law no. 2017-399 of 27 March 2017 known as the "Duty of Vigilance Law", Compagnie Fruitière has set up a professional alert system that is a shared platform for all Group entities.

This system enables all employees and stakeholders to quickly and effectively report situations that are inappropriate or do not comply with applicable regulations or with the principles set out in the Group's Code of Conduct on bribery and influence peddling. It can be accessed at the following address:
<https://fruitiere.integrityline.app>

2.2 | COMPAGNIE FRUITIÈRE'S COMMITMENTS TO ITS SUPPLIERS, SUBCONTRACTORS AND SERVICE PROVIDERS

This Sustainable Procurement Policy sets out Compagnie Fruitière's commitments to fairness, respect and neutrality towards its suppliers, subcontractors and service providers:

Competition, fairness and transparency

- Suppliers, subcontractors and service providers are chosen objectively and with respect, according to a transparent, fair and impartial procurement and selection process, based on predefined and objective criteria, including the environmental and social impact of the products and services offered;
- Compagnie Fruitière undertakes to inform the suppliers, subcontractors and service providers not selected, subject to their written request, of the reasons for their non-selection;
- The company's procurement methods are designed to stimulate genuine competition between suppliers;
- The procurement of supplies and services is made on the basis of a specification that makes it possible to assess the technical and commercial acceptability of bids, taking into account the full cost of the procurement.

Conflicts of interest

Compagnie Fruitière's procurement process complies with the Compagnie Fruitière Corruption and Influence Peddling Policy with regard to gifts, hospitality, the granting of an advantage or facilitation payments. In particular, buyers must ensure that their activities and personal interests, whether direct or indirect, do not conflict with those of the company. In this context, buyers ensure that every decision they take is objective and in the best interests of the company. They shall exercise discernment to avoid any situation that could present a conflict of interest or that could be perceived as such.

Risks of economic interdependence

- Buyers shall seek to avoid any economic dependence that could jeopardise Compagnie Fruitière or one of its suppliers, subcontractors or service providers;
- Buyers are aware that conducting a high level of business with an SME could be a risk factor in the event of a sudden change in order volumes. Any withdrawal from a supplier will, as far as possible, be anticipated and progressive;
- Compagnie Fruitière buyers encourage their suppliers to diversify their customer base as much as possible to avoid significant economic dependence;
- A supplier who acquires a technical monopoly can, in fact, put Compagnie Fruitière's supplies at risk. Buyers may wish to look for a second source of supply.

Relationships based on trust

Compagnie Fruitière works with its suppliers, subcontractors and service providers to establish and maintain relationships based on trust by incorporating ethical, social and environmental criteria into its commercial contracts. In this context, Compagnie Fruitière wishes to support its partners in their efforts to contribute to sustainable development and to promote their social and environmental responsibility actions as competitive advantages.

Confidentiality

Compagnie Fruitière buyers undertake, throughout their career with the company and after leaving it, to maintain the confidentiality of the technical, commercial and financial information communicated by its suppliers, subcontractors and service providers in the context of its business relations. Buyers may not use or disclose any information that is considered sensitive and/or confidential or that is confidential by nature to any other person.

3. COMMITMENTS OF SUPPLIERS, SUBCONTRACTORS AND SERVICE SUPPLIERS TO COMPAGNIE FRUITIÈRE



3.1 | PRINCIPLES

Suppliers, subcontractors and service providers undertake to sign the Sustainable Procurement Policy and to work with Compagnie Fruitière to implement it, and if necessary, to take any appropriate corrective action, as part of a continuous improvement approach. As well as adopting the principles of this Policy, they must undertake to inform their employees of its existence and ensure that it is applied by them, as well as by their own suppliers, subcontractors and service providers.

Compliance with the principles of this Policy is essential to the continuity of relations between Compagnie Fruitière and its suppliers, subcontractors and service providers.

Through this Sustainable Procurement Policy, Compagnie Fruitière requires its suppliers, subcontractors and service providers to adhere to a certain number of principles:

- The implementation of procedures guaranteeing compliance with the provisions of this Policy;
- Compliance with the legislation in force in the countries in which they operate and with international standards of conduct, in particular the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the ILO's Fundamental Conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ETI (Ethical Trading Initiative) Base Code, and the guidelines of ISO 26000 standard on corporate social responsibility;
- The distribution of this Policy to the employees concerned in a language that everyone can understand.

Where legislation applicable to the supplier, subcontractor or service provider imposes higher standards or requirements than those of this Policy, that legislation shall apply. Otherwise, the provisions of the Policy will prevail.

In any event, Compagnie Fruitière reserves the right to terminate any relationship with any supplier, subcontractor or service provider who does not comply with these requirements or who does not adopt a continuous improvement approach.

3.2 | SOCIAL COMMITMENTS

Through this Policy, Compagnie Fruitière's suppliers, subcontractors and service providers undertake to respect the working conditions required by ILO conventions, the Universal Declaration of Human Rights and the laws and regulations in force in all the countries where they carry out their activities, and in particular the following points:

Child labour

Compagnie Fruitière will not work with suppliers, subcontractors or service providers who have recourse to child labour or forced labour. These parties undertake not to employ people under the minimum working age as defined in ILO Fundamental Conventions 138 and 182. In particular, it is forbidden to entrust dangerous work to people under the age of 18.

Human trafficking and forced or compulsory labour

Compagnie Fruitière's suppliers, subcontractors and service providers undertake never to use forced or compulsory labour, as defined in ILO Fundamental Conventions 29 and 105: "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily".

The retention, as a condition of employment, of identity papers, passports, training certificates, work permits or any other identification document is prohibited, as is the requirement for workers to provide financial deposits or guarantees.

In this context, suppliers, subcontractors and service providers must comply with regulations prohibiting human trafficking, as well as with local laws applicable in the countries where they operate. In particular, they must refrain from violating the rights of others and remedy any negative impact of their activities on human rights.

Working hours and remuneration

Compagnie Fruitière's suppliers, subcontractors and service providers undertake to comply with the legal provisions on maximum working hours in the countries in which they operate. In any event, all employees must have at least one day off per week, except in exceptional circumstances.

All workers must be paid at least the legal minimum wage or the national or local conventional basic salary, and receive all the social benefits provided for by law. This remuneration must meet employees' basic needs and those of the family members who directly depend on them. No deduction may be made from remuneration for disciplinary reasons or any other reason not provided for by the regulations in force and without the worker's formal agreement (ILO conventions 1, 30, 95, 100, 131, 163 and 171). Overtime must be paid in addition to statutory working hours.

Health, safety and hygiene

Compagnie Fruitière's suppliers, subcontractors and service providers undertake to implement a health and safety policy that aims to guarantee each employee a safe and healthy workplace, to maintain an environment in which the dignity of individuals is respected (ILO conventions 155 and 120), and to look after the health, safety and well-being of their employees, contractors, visitors or any other person who may be affected by their activities. They undertake to take all necessary measures to limit and reduce work-related accidents that may occur while carrying out routine tasks.

In particular:

- Workplaces must not present a health and safety risk for workers.
- If any equipment or products used are potentially dangerous, workers must be informed and trained in the prevention of risks associated with their use.
- The supplier must provide its workers with appropriate protective equipment.
- Emergency exits must be signposted and easily accessible and usable, and alarm systems and fire extinguishers must be serviced, in working order and appropriate to the risks.
- Where necessary, workers must be guaranteed access to healthcare.

Compagnie Fruitière encourages its suppliers to implement an occupational health and safety management system in all the countries where they operate, to ensure that the risks associated with their activities are identified and assessed and that all measures are taken to eliminate or control them. Compagnie Fruitière encourages them to obtain ISO 45001 certification where possible. The aim is to achieve better risk management in order to reduce the number of accidents, comply with legislation and improve performance. In all cases, Compagnie Fruitière suppliers must comply with applicable legislation and regulations in terms of the environment and health and safety in the workplace.

Discipline

Compagnie Fruitière's suppliers, subcontractors and service providers must treat their employees with respect and dignity, providing them with a working environment free from any form of harassment, whether moral or sexual, or any other abusive conduct. Any recourse to corporal punishment, verbal or physical abuse or the threat of physical abuse is prohibited (ILO conventions 29 and 111).

Equal treatment and discrimination

Compagnie Fruitière's suppliers, subcontractors and service providers must encourage diversity, be receptive to different opinions and foster a culture of integration and ethics within their teams. In accordance with ILO Fundamental Conventions 100 and 111, they undertake to provide their employees with equal treatment and equal opportunities and refrain from any discrimination in terms of recruitment, remuneration, access to training, promotion or trade union membership.

Social dialogue

Compagnie Fruitière's suppliers, subcontractors and service providers undertake to respect freedom of association and the right to organise and bargain collectively as defined in ILO Fundamental Conventions 87 and 98: "Freedom of association means the right of workers and employers to freely form or join organizations that promote and defend their interests at work, without interference from one another or the State". In this context, Compagnie Fruitière's suppliers, subcontractors and service providers must guarantee their employees the right to form or join trade unions and to communicate freely with their management about their working conditions without fear of being subjected to harassment, intimidation, sanctions, pressure or retaliatory measures.

3.3 | ENVIRONMENTAL COMMITMENTS

Compagnie Fruitière's suppliers, subcontractors, service providers and their own suppliers must be able to provide proof that they have adopted measures to protect the environment, particularly in terms of reducing their carbon footprint, preserving biodiversity and combating deforestation. They undertake, in any event, to comply with all the laws and regulations in force in all the countries in which they operate and to implement the following points:

Risk prevention

Suppliers, subcontractors and service providers must apply the precautionary principle in their approach to environmental problems and ensure that their potential risks are controlled by complying strictly with best practices.

Waste and emissions

The release into the air, water or ground of materials, emissions or substances that may constitute a danger to the environment is to be identified, monitored, controlled and treated in compliance with local regulations before being discharged.

Hazardous substances

Suppliers must adhere to the ban and/or restrictions of substances and materials required by law and/or by Compagnie Fruitière. The processes suppliers have in place must enable them to keep a regulatory watch in the field, to ensure that their products do not contain materials with restricted or prohibited use and to inform Compagnie Fruitière without delay in the event of imposed or voluntary changes concerning the composition or manufacture of the products delivered.

Chemicals and other materials whose release into the environment constitutes a hazard shall be identified, labelled and managed to ensure that they are handled, used, transported, stored, recycled or reused, and disposed of safely and in compliance with regulations. Workers required to handle these products and other materials shall be trained and equipped, and emergency procedures shall be put in place in the event of an accident posing a potential risk to the environment.

Impact on the environment

The suppliers, subcontractors and service providers of Compagnie Fruitière and their own suppliers must make every effort to develop and offer innovative technologies, articles, processes and services with the lowest possible environmental impact throughout their life cycle.

Suppliers, subcontractors and service providers undertake to develop a system for measuring their performance in terms of environmental policy, so as to highlight their efforts to reduce their impact on the environment and biodiversity, paying particular attention to limiting soil, water and air pollution. More specifically, these measures must:

- seek to limit the consumption of resources and products in their activity, in particular energy, water and inputs,
- contribute to reducing their greenhouse gas emissions,
- in agricultural production: use phytosanitary treatments and synthetic fertilisers in a rational manner,
- promote sustainable supply chains,
- help reduce the amount of waste produced and encourage recycling.

Certification

Wherever possible, Compagnie Fruitière encourages its suppliers, subcontractors and service providers to apply an identifiable Environmental Management System and to obtain ISO 14001 certification, for example.

3.4 | ETHICAL COMMITMENTS

Compagnie Fruitière's suppliers, subcontractors and service providers must comply with the anti-corruption laws, directives and regulations in force in the countries where they carry out their activities, as well as with Compagnie Fruitière's corruption policy. They undertake not to be involved, in any way whatsoever, in any act of corruption, extortion or misappropriation of funds, or in any form of bribery.

In any event, they must exercise due diligence to prevent and detect any act of corruption in their relations and in particular in commercial agreements, including partnerships, associated companies, compensation agreements and the recruitment of intermediaries such as agents or consultants. As such, they must put in place effective management and control systems and procedures to prevent:

- money laundering;
- conflicts of interest;
- fraud, corruption and any pecuniary advantage;
- unauthorised access to customer and/or staff data.

Illegal payments

Compagnie Fruitière's suppliers, subcontractors and service providers must under no circumstances offer or receive illegal payments from anyone. Whatever the regulations in force, they must undertake not to receive, pay and/or promise to pay, directly or indirectly, any sum of money or object of value intended to exert influence or procure an inappropriate advantage.

Fraud

Compagnie Fruitière's suppliers, subcontractors and service providers must under no circumstances take advantage of acts of fraud or forgery, or authorise third parties to act in this way. This includes fraud or theft within their company, from a customer or a third party, as well as any kind of misappropriation of assets.

Competition and antitrust rules

Compagnie Fruitière's suppliers, subcontractors and service providers undertake to act in a competitive manner and any consultation or exchange between suppliers on prices is prohibited, including participation in any cartel.

Insider trading and conflicts of interest

Compagnie Fruitière's suppliers, subcontractors and service providers undertake not to use any confidential information obtained in the context of their business relationship with Compagnie Fruitière as a basis for a transaction. They also guarantee the absence of any conflict of interest or any situation resembling a potential conflict of interest. When an actual or potential conflict of interest arises, all parties concerned must be notified. This includes any conflict between Compagnie Fruitière interests and personal interests or the interests of close relatives, friends or associates.

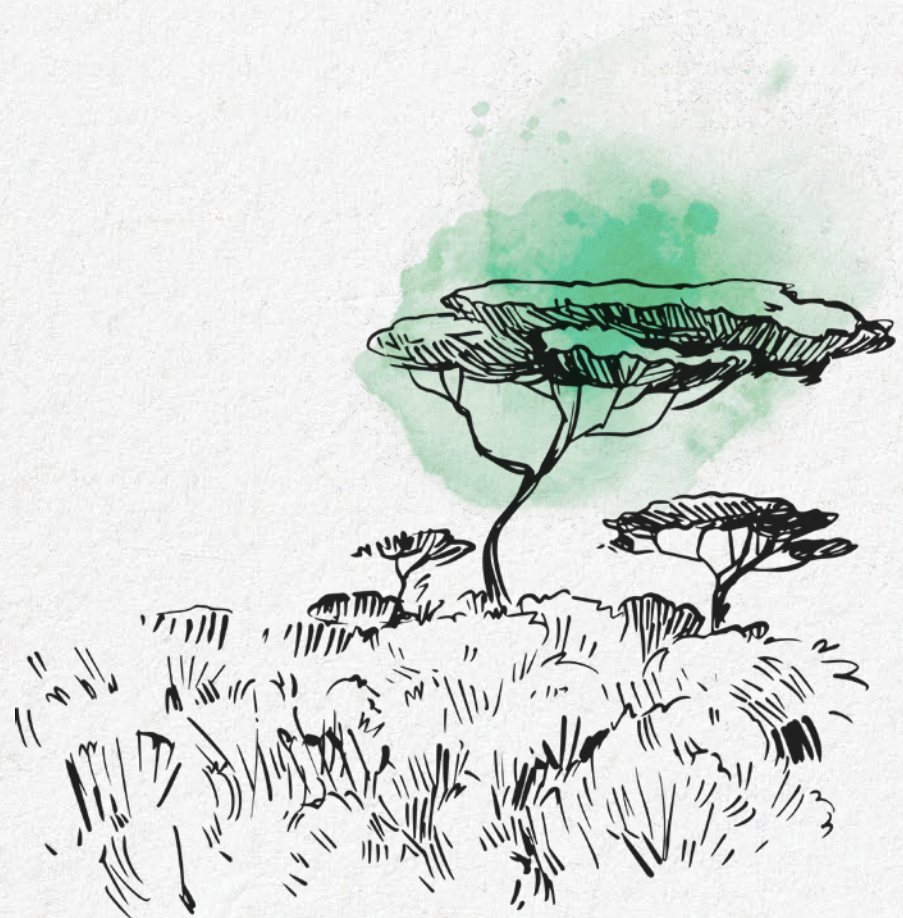
3.5 | COMPLIANCE WITH THE SUSTAINABLE PROCUREMENT POLICY AND CONTINUOUS IMPROVEMENT

Compagnie Fruitière ensures compliance with the commitments in this Policy by:

- having it signed by its suppliers, subcontractors and service providers;
- carrying out regular checks (requests for documents, evaluations and audits carried out by Compagnie Fruitière or by a third party Compagnie Fruitière appoints, etc.) to ensure compliance with the principles and commitments of the Policy, within a continuous improvement objective;
- requiring suppliers, subcontractors and service providers to implement a remediation plan in the event of non-compliance with the provisions of the Policy.

Compagnie Fruitière's suppliers, subcontractors and service providers are encouraged to set up their own Policy or code of conduct and to pass on their principles to their own suppliers and subcontractors.

In the event of a serious breach or failure to rectify any non-compliance, Compagnie Fruitière reserves the right to terminate relations with any supplier, subcontractor or service provider who does not comply with the Policy or who does not take part in an initiative of progress.



4. **SIGNING** OF THE SUSTAINABLE PROCUREMENT POLICY



The company:

Registered under number:

Whose registered office is:

Represented by:

Acting in the capacity of:

Duly authorised,

Hereby confirms that it:

- Has received and fully understood the Compagnie Fruitière Sustainable Procurement Policy;
- Shall adhere to and be committed to respecting and implementing these principles, and that failure to do so may be considered a breach of its obligations, which could lead to the termination of its contract with Compagnie Fruitière, depending on its seriousness;
- Agrees to be assessed by Compagnie Fruitière, or third parties Compagnie Fruitière appoints, on the basis of the principles set out above;
- Undertakes to pass on its content to all its own suppliers, subcontractors, service providers and employees.

Signed in:

Signature:

On:

Company stamp:



33 boulevard Ferdinand de Lesseps
13014 MARSEILLE
Tel.: 0033 (0)4 91 10 17 10
fruitiere@fruitiere.fr