



# Puratos Group commitment to Ethical Trading

In everything we do, we want to be close to people: to bakers, patissiers and chocolatiers around the world; to the people we work with at Puratos; to our suppliers, other business partners and to the local communities where we are active. Throughout the years, we have developed a Puratos way of acting, based on trust and on our company values. These six values are our guiding lights that keep us on the right track. Team Spirit, Ethics and Quality are linked to “reliable partners”, Passion, Courage and Vision are linked to “innovation”.

**Ethical Trading is at the heart of public awareness. Since Ethics is one of Puratos’ core values, we want to confirm our commitment to Ethical Trading as outlined below.**

- A.** We provide regular employment for our people, based on a recognized and formalized relationship. The contracts we offer are always in line with, or better, than national employment law and national social security practices.
- B.** Workers are entitled to a contract of employment that is written in a language they understand or to a full and accurate translation.
- C.** We strongly oppose slavery, abusive child labor practices or the employment of persons in hazardous conditions.
- D.** There is no discrimination at the workplace in hiring, compensation or to retirement benefits as a result of , ethnic background, class, religion, culture, age, disability, gender, marital status, sexual orientation, political affiliation or nationality.
- E.** We do not allow any form of physical or psychological abuse within the workplace. Sexual harassment, verbal abuse or other forms of intimidation are totally prohibited and, should they occur, will be severely sanctioned.
- F.** Within the Puratos Group employment is freely chosen; there is no forced labor and people are free to leave their employer after reasonable notice period that is clearly defined in the employment contract. The Group applies policies and H.R. practices that encourage loyalty and creates opportunities for long lasting employment.
- G.** Wages and benefits are paid for work delivered and at least meet minimum national legal standards.

- H. We practice working hours that are not excessive and which fully conform to (or exceed) local laws, regulations and benchmark industry standards. Overtime is voluntary and limited. Workers receive overtime pay when entitled, in accordance with (or in excess of) current local legislation.
- I. We provide complete training to newcomers and, as required, provide on-going training opportunities to existing staff.
- J. We respect freedom of association; all workers, without distinction, have the right to join or form trade unions. Puratos will always look at harmonizing the interests of the different stakeholders and will endeavor to avoid social conflicts. Whenever reasonably possible, Puratos will create working conditions that exceed what is legally required.
- K. The working conditions are safe and hygienic; we take detailed and professional measures to prevent accidents, fires and injury by minimizing as far as reasonably practical the causes of hazards inherent to the working environment. Workers receive regular and documented health and safety training and recurring training is provided to workers in hazardous areas. Access to clean toilet facilities and to drinkable water and hygienic facilities for food storage are provided.
- L. We commit to respect local legislation in respect of all environmental matters. When these are non-existent or - in our view – sub-standard, we adopt a voluntarist approach going beyond the local regulations, guided by the Group's best practice. Everywhere, Puratos maintains a transparent and constructive dialogue with the local environmental authorities.
- M. Hazardous chemicals and other substances are carefully managed and handled according to Group Best Practice as well as local safety standards. All raw materials, chemicals, waste etc. are stored according to the Group's policies and practices and fully meet local safety and environmental standards. Relevant discharge permits are obtained where required.
- N. Puratos commits to comply with applicable laws concerning bribery, corruption, fraud and any other prohibited business practices. Puratos shall not offer, promise or give any improper benefit, favor or incentive to any public official, international organization or third party.
- O. Puratos commits to comply with all specific competition regulations and laws. Should Puratos become aware of non-compliances, corrective actions will be taken in the earliest possible opportunity. Puratos will regularly evaluate and, if applicable, improve its policy and purchasing practices in order to facilitate suppliers' and subcontractors' compliance with the intentions of this standard. Puratos supports positive actions to implement the requirements of this standard of its overall philosophy.

The above commitment constitutes a minimum standard for the Puratos Group. We expect our suppliers and other parties involved in our business to comply with similar standards. It is understood that Puratos does not always have the opportunity to execute standard verifications regarding compliance of the above declarations.

Signed and approved by

Eddy Van Belle  
Chairman of the Board

Daniel Malcorps  
Puratos Groep CEO

