

CODE OF CONDUCT FOR SUPPLIERS OF AGRAM S.A.

This Code is addressed to Suppliers of components for production, Service Providers, and Suppliers of fresh raw materials.

Agram S.A. is an organization that strives to build strong partnerships with its customers and suppliers, where transparent and reliable business conduct is crucial. We believe in conducting business in an ethical, honest and fully compliant manner with the law and regulations.

We foster an ethical culture in which our suppliers understand and accept the principles and values of Agram S.A. and take them into account in their daily conduct.

We expect our suppliers to conduct their business in a manner that respects human rights, in accordance with the UN Universal Declaration of Human Rights. In addition, our suppliers are obliged to comply with the following rules. Suppliers of Agram S.A. They should also maintain high standards of conduct. Agram S.A. actively seeks to establish relationships with entities that share the principles and ethical values of Agram S.A., especially in the field of issues related to employment and the natural environment and those that may affect the quality and safety of the products we offer to our customers.

Ethical principles and values of Agram S.A.:

- We provide our employees with employment based on recognized and formalized employment relationships,
- The contracts we offer are always in line with or more favourable than national labour laws and national social security practices.
- Our employees have the right to have an employment contract drawn up in a language they understand, or to have it fully and accurately translated.
- We respect the rights of employees to associate or not to associate with any group, in accordance with the law and in accordance with applicable regulations.
- We strongly oppose slavery, child labour abuses (see also ANNEX A) and the employment of people in unsafe conditions.
- There should be no discrimination in any form in the workplace, in particular in terms of employment, remuneration or pensions, on the grounds of ethnicity, class, religion, culture, age, disability, sex, marital status, sexual orientation, political affiliation or nationality.
- We do not allow any form of physical or psychological violence in the workplace. Sexual harassment, verbal violence, or other forms of bullying are completely prohibited and will be severely punished if they occur.
- Employment should be voluntary; We do not tolerate forced labour, and employees have the right to leave their jobs after the expiry of the notice period, clearly defined in the employment contract.
- Agram S.A. applies HR policies and practices that encourage loyalty and create opportunities for long-term employment.

- Remuneration and benefits should be paid for the work performed and should meet at least the minimum national legal standards.
- Working hours should be respected and fully compliant with local laws, regulations and industry benchmarks. Overtime work is voluntary and limited. Employees are paid for overtime, if they are entitled to it, in accordance with (or above) applicable local law.
- We create internal complaint handling programs in the workplace, including anonymous reports.
- The working conditions are safe and hygienic; Detailed and professional measures are taken to prevent accidents, fires and injuries by minimizing, as far as possible, the causes of hazards related to the working environment. Employees receive regular and documented occupational health and safety training, and periodic training is provided to workers employed in hazardous locations. Access to clean toilets, drinking water and hygienic food storage facilities is also provided.
- We ensure full compliance with standards and legal regulations in the field of quality and safety of our products and services, while maintaining the highest applicable quality standards, i.e. specifications relating to product characteristics, as well as applicable instructions, procedures, standards and regulations that may in any way affect the quality of products,
- We are committed to complying with local laws on all environmental issues and conducting our business in a conscious and environmentally conscious manner, ensuring that our processes and products have as little impact on the environment as possible. If such regulations do not exist or – in our opinion – do not meet the standards, we use a voluntary approach, going beyond local regulations, guided by the best practices of Agram S.A. Agram S.A. always conducts a transparent and constructive dialogue with the local authorities responsible for environmental protection.
- Hazardous waste, chemicals and other substances are carefully managed and treated in accordance with the best practices of Agram S.A. and local safety standards. All raw materials, chemicals, waste, etc. are stored in accordance with the rules and practices of Agram S.A. and fully comply with local safety and environmental standards. Where required, appropriate permits are obtained for waste disposal.
- Agram S.A.'s requirements for compliance with applicable laws regarding bribery, corruption, fraud and any other prohibited business practices are as follows: Agram S.A.'s representatives, employees and associates must not offer, promise or transfer any improper benefits, favors or incentives to government officials, international organizations or third parties.

Agram S.A. requires compliance with all specific competition laws and regulations. The selection of suppliers and other business partners is impartial, in accordance with criteria based on the quality and safety of the products or services provided, innovation, ability to ensure supply, efficiency, trust, continuity and durability over time.

If Agram S.A. becomes aware of the non-compliance with the above-mentioned regulations, corrective actions will be taken as soon as possible. Agram S.A. It will regularly assess and, if necessary, improve its purchasing policies and practices to help suppliers and subcontractors comply with the intentions of the standard. Agram S.A. supports positive action to implement competition requirements within the company's overall philosophy and will protect the confidentiality of information provided by whistleblowers and prohibit retaliation.

Agram S.A. inform the Provider of this policy. The Supplier has received the principles and ethical values Agram S.A. undertakes to take all necessary actions to act in accordance with these principles.

The above obligations constitute the minimum standard for Agram S.A. We expect our suppliers and other parties involved in our business to adhere to these standards.

ATTACHMENT A: RULES FOR THE PREVENTION OF CHILD LABOUR IN AGRAM S.A.

Agram S.A. does not accept child labour and is obliged to respect all children's rights. Child labour is prohibited because it deprives children of their childhood, their potential and dignity and is harmful to their physical, mental or moral development.

In this context, we refer to the following documents:

- "Children's rights and the principles of running a business", see: <http://childrenandbusiness.org/>.
- United Nations Convention on the Rights of the Child (1989)
- International Labour Organization (ILO) Minimum Age Convention No 138 (1973)
- ILO Worst Forms of Child Labour Convention No 182 (1999)

Child labour is work performed by a child that violates his right to healthy growth and development and denies him the right to education at an appropriate level. It is work performed by a child below the minimum working age set by national legislation. This is the age above which a person can be employed full-time.

Agram S.A. requires all suppliers and service providers to comply with the above rules, which includes compliance with all applicable national and international laws. The supplier should always meet the most stringent requirements, regardless of whether they are the relevant applicable regulations or the requirements of Agram S.A. If the requirements of Agram S.A. are contrary to national law, this law must always be respected and treated as overriding, unless that law is contrary to the fundamental principles of human rights.

If in any place covered by the supply chain Agram S.A. child labour is determined, Agram S.A. will require the supplier to implement corrective and preventive action plans that are in the best interest of the child. In special circumstances, Agram S.A. may allow light work

(simple, limited tasks performed under the appropriate supervision of an adult, as long as they do not endanger the health and safety of the child, his right to play or hinder education or vocational orientation and training) for children and/or professional practice or vocational training for pupils and students. The priority must always be to safeguard the best interests of the child and to ensure that the rights of the child and/or the pupil are protected, as well as actively supporting the child and pupil with a view to their future.

SUPPLIER NOTES

Any comments or requests for deviations from this document may be added to the table below and must be approved in writing under pain of nullity by persons authorized to represent Agram S.A. before delivery.

L.p.	Changelog	Date

This document is valid indefinitely, until it is amended by Agram S.A.

This document is the property of Agram S.A. and Crop's. Any unauthorized reproduction or distribution is prohibited.

Name, surname, function	Date	Company Name	Signature and seal