

La Lorraine Bakery Group Code of Conduct for Suppliers

Version February 2023

Baking a
better world
together



La Lorraine
BAKERY GROUP

The LLBG Code of Conduct for Suppliers



Every day we get up to bake a better world together, build wide access to more natural, tastier & fresher bakery products, contributing to a well-balanced daily nutrition and consumer delight. We do it sustainably while growing people to their full potential.

We, La Lorraine Bakery Group (LLBG), believe that the best way to consumer satisfaction is through constant innovation, consistency in quality and product authenticity in both taste and appearance.

In order to meet our mission, we need to act together with our value chain. To ensure we have a common understanding on the way forward and to create a joined target, we have translated our ESG ambitions in this Code of Conduct for Suppliers.

1. Introduction

Conducting business with the highest ethical standards and in compliance with all applicable laws and public regulations is fundamental to LLBG. Considering this and in line with our purposeful mission, our values, and our long-term sustainability ambitions, LLBG has translated its environmental, ethical, and social expectations towards its suppliers and business partners in the LLBG Code of Conduct for Suppliers.

This Code of Conduct for Suppliers applies to all our business partners that provide products and services to LLBG, such as suppliers and their sub-suppliers, distributors, agents, and other representatives (in this document referred to as 'suppliers'). Regardless that LLBG recognizes that its suppliers operate in different legal and cultural environments throughout the world, this code of conduct sets forth the minimum requirements that LLBG expects of all its suppliers and sub-suppliers to respect and meet within their own operations and within their supply chain. LLBG recognizes that reaching the standards in this code of conduct is a dynamic process and encourages suppliers to continuously improve their operations.

We expect our suppliers to be transparent and have an open dialogue with us about challenges which they encounter as part of their operations. LLBG will support its suppliers' efforts to meet the standards of this code of conduct through dialogue and cooperation. Any supplier who does not meet the requirements in this code of conduct needs to take corrective actions and show progress. If a supplier or any of its sub-suppliers is unwilling or unable to carry out corrective actions, LLBG is entitled to terminate the business relationship and any contract(s) with the supplier.

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2. Legal requirements

As a supplier:

- you conduct your business in compliance with all applicable national laws and regulations, industry minimum standards and other relevant legal requirements of the countries in which you operate
- you comply with applicable economic, financial and trade sanction laws through identifying, mitigating, and managing the risks of sanction violations
- you conduct your business honestly, transparently, and ethically
- your accounting records and supporting documents truly, fairly, and completely describe and reflect the nature of the underlying transactions
- you comply with competition laws in all areas where you operate, and you do not violate any antitrust laws.
- you prohibit any form of bribery and corruption including extortion and active or passive bribery. You shall not offer, promise, or give any improper benefit, favour or incentive to any public official, international organization or third party.
- you expect your sub-suppliers to adhere to the same principles

In case of conflict between this code of conduct and national legislation, the highest standard should apply.

3. Business ethics

3.1. PEOPLE

Respect for people, recognition of their fundamental rights and a belief in the power of their diversity are key principles underlying LLBG's policies and operations.

As a supplier, you commit to the following:

No child labor or forced labor

You do not use nor tolerate the use of child labor. The age limit set in the laws of each country shall be respected and regardless of the country's legislation children under the age of 14 years shall never be hired. The supplier must not employ any young workers under the age of 18 to perform any work that is likely to be hazardous or harmful to their health and safety. No worker is made to work against his/her will or work as bonded/forced labor. No worker is subject to corporal punishment or coercion of any type related to work or is asked to work excessive hours.

Diversity and non-discrimination

You support diversity and non-discrimination. Recruitment, employment, and promotion should solely be based on qualifications and abilities to perform the work. Any direct or indirect discrimination based on race, ethnic background, color of skin, language, physical traits, social background, income, capital, nationality, age, religion, gender, sexual orientation, or disability is not tolerated.

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Harassment and Personal Security

You have policies in place to protect employees from harassment, bullying and victimization in the workplace, including all forms of sexual, physical, and psychological abuse.

Freedom of association

You respect freedom of association and the right of collective bargaining. Employees are not intimidated or harassed in the exercise of their legal right to join or refrain from any organization.

Remuneration

You pursue a remuneration policy with due recognition for performance and without any discrimination. (Minimum) wages are paid in full, regularly and in line with local national laws and standards.

Health and safety

Working conditions are safe and hygienic. You 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.

3.2 PRODUCT and SERVICES

LLBG is committed to producing high quality products according to the highest food safety standards, and therefore needs to work with suppliers that provide products, ingredients or services, in line with all applicable quality standards.

On top, as a product, packaging or ingredient supplier:

- You shall supply, produce, pack, handle, or store products, ingredients, and packaging in compliance with the requested product quality and food safety standards and specifications, and comply with all applicable national and local food safety regulations.
- You shall demonstrate that you have robust food safety and quality management systems in place that follow Hazard Assessment and Critical Control Points (HACCP) principles.
- You shall immediately report to LLBG issues that could negatively affect the quality or food safety of the goods or services delivered, or that could negatively affect the public perception of a LLBG product.

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3.3 PLANET

LLBG is aware of its corporate responsibility for the environment, and we are convinced of the importance of sustainable entrepreneurship. LLBG therefore strives to work with suppliers that conduct its activities in a way that meets today's needs without compromising the ability of future generations to meet their needs and expects his suppliers (and their sub-suppliers) to do the same.

As a supplier:

- You shall comply with, or exceed the requirements of all applicable laws, rules, and regulations regarding the protection of the environment;
- You take the necessary measures to avoid environmental degradation. You use good environmental practices that avoid deforestation and that prevents a loss of biodiversity. If applicable, suppliers should apply good agricultural practices that enhance soil fertility and prevent erosion.
- You perform or commit to perform within a period of one year following the adherence to this code of conduct a company-wide recognized or certified carbon footprint analysis, giving insights in the carbon intensity of your activities and identifying your carbon emission hotspots and share the results with LLBG upon first request.

3.4 LLBG Sustainable Strategy

LLBG has translated its sustainability strategy in 10 concrete projects and we ask you to contribute to the realization of them on a best effort basis.

1. More sustainable sourcing of raw materials
 2. An innovation framework integrating sustainability: from product leadership to sustainable product leadership
 3. Purpose-led brands
 4. Reducing of scope 1, 2 and 3 carbon emissions
 5. Transition to sustainable agriculture
 6. More circular packaging
 7. Less food waste
 8. Energy reduction & transformation to green energy sources
 9. Giving back to community projects
 10. Employee engagement
- You report on your sustainability initiatives and carbon reductions

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4. Compliance with this Code of conduct

The undersigned supplier has read this code of conduct and understands that business with LLBG depends upon full compliance with this code of conduct. LLBG reserves the right to make inspections to ensure that this code of conduct is being enforced. These inspections may be performed by an independent third party and may be unannounced. In case the supplier or its sub-suppliers fail to comply with the terms of this code of conduct and if improvements are not made within an agreed time, LLBG may terminate its business with the supplier, without incurring any liability towards Supplier.

5. La Lorraine Bakery Group Code of Conduct

The La Lorraine Bakery Group (LLBG) Code of Conduct reflects the fundamental principles and rules which form the basis of our commitment to being a socially responsible company.

Should you or your employees believe that the terms of this Code are not adhered to or that LLBG is not acting in accordance with its own Code of Conduct then we encourage you to raise your concerns to LLBG's Legal & Compliance Department at legal@llbg.com.

6. Supplier declaration

The supplier, by its signature, acknowledges, accepts, and adheres to the minimum requirements set out in this LLBG code of conduct for suppliers.

Company: _____

Date: _____

Signature: (Print name/Title)

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