



Corbion

Supplier Code

Corbion's purpose is to improve the quality of life, for people today and for future generations. Our purpose explains why Corbion exists, what we aim to contribute to a continuously changing world, and how we want to improve that world. We aim to do this using our biobased solutions, but also in the way we conduct our business.

To give direction to our purpose, our vision at Corbion is to be the leading innovator for sustainable ingredient solutions, designed by science, powered by nature, delivered through our dedication. Our mission is to achieve this vision by creating value for our customers through our people offering conscious choices and collaborative innovation.

We want to achieve our mission in a manner that is ethical and consistent with our values: **Care, Courage, Collaboration and Commitment.**

We collaborate with our stakeholders, including our suppliers, to achieve our vision.

As a sustainable company, we expect our suppliers to uphold similar standards on environmental and social responsibility and to meet the standards of the Corbion Supplier Code ("Supplier Code"). Our Supplier Code is based on the Guidelines for Multinational Enterprises from The Organization for Economic Co-operation and Development (OECD) and the eight fundamental conventions defined by the International Labor Organization (ILO).



► Supplier acknowledgement

You are kindly requested to sign this document and to return it to your Corbion Procurement representative.

You may also demonstrate your commitment to our Supplier Code through compliance with your own code of conduct or company policies that embrace these standards. In case you are not able to sign our Supplier Code, please inform us.

Corbion may verify your compliance with the principles of our Supplier Code by self-assessments, third-party assessments, certification or on-site audits, and take corrective action if there is a reason for concern.



Supplier Code

1. Business ethics

- ▶ Supplier complies with all applicable local laws and regulations.
- ▶ Supplier refrains from any form of corruption. All business is conducted with integrity.
- ▶ All business transactions with Corbion are accurately and completely recorded, and guarantee legal and fiscal compliance.
- ▶ Supplier reports possible violations of the Supplier Code to Corbion.

2. Human rights & labor conditions

- ▶ Supplier does not use child, forced or compulsory labor.
- ▶ Supplier does not discriminate based on nationality, race, religion, gender, age, sexual orientation, disability, etc.
- ▶ Supplier respects the right of their employees to freedom of association and has an employee grievance process.
- ▶ Supplier complies with relevant International Labor Organization (ILO) standards.
- ▶ Supplier provides safe and healthy working conditions for all employees, contractors and visitors.
- ▶ Supplier provides appropriate wages and working hours, according to applicable laws, for all employees. Suppliers should seek to ensure that all workers are paid a “living wage” (i.e. the minimum remuneration to support basic needs in the area of operation).
- ▶ Supplier provides clear written guidelines to employees explaining the terms and conditions of their employment, and their rights and duties.
- ▶ Supplier prevents and mitigates adverse social and environmental impacts on their local communities.

3. Environment

- ▶ Supplier complies with all relevant environmental laws and ensures that the necessary permits are in place.
- ▶ Supplier strives for continuous improvement of their environmental performance by minimizing the use of raw materials, energy and water, emission to air, water and soil and the production of waste, including food waste and landfill usage. Emission of greenhouse gases and impacts on biodiversity are minimized.
- ▶ Suppliers provides transparency to customers and other relevant stakeholders about the environmental and safety aspects of their products and production processes.

4. Product quality and safety

- ▶ All products and services meet the Corbion quality and safety criteria as required for supplier compliance.

5. Intellectual property

- ▶ Supplier protects all confidential information provided by Corbion and its respective business partners.

6. Responsible procurement

- ▶ Supplier should seek to ensure that the values and requirements of the Supplier Code are respected by their own suppliers.



Supplier Code

The undersigned herewith confirms to comply with the above-mentioned standards.

Company:

Name:

Function:

Date:

Signature:

References

OECD Guidelines for multinational enterprises

<http://www.oecd.org/corporate/mne/>

International Labor Standards

<https://www.ilo.org/global/standards/introduction-to-international-labour-standards/lang--en/index.htm>

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Contact: Senior Director Sustainability

Approved by: VP Procurement

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Translation: This Code is published in English and other languages. The English version prevails.