

Our Suppliers' Charter

As a global key player in yeasts and fermentation, Lesaffre designs, manufactures and markets innovative solutions for Baking, Food taste & pleasure, Health care and Biotechnology. Family group born in northern France in 1853, now a multinational and a multicultural company, Lesaffre is committed to working, in close collaboration with its clients and partners, with confidence to better nourish and protect the planet.

Lesaffre is committed to:

- *Offering quality products and services that meet the needs of its customers*
 - *Innovating in all of its business areas*
- *Respecting and encouraging the development of its employees throughout their career in the company*
- *Mastering the consequences of its business with environmentally responsible actions.*

To do this it follows the recommendations of:

- *The OECD (Organization for Economic Cooperation and Development)*
 - *The ILO (International Labor Organization)*
 - *The United Nations Global Compact*
- *The Universal Declaration of Human Rights.*

The Purchasing Function has set out the guiding principles of Lesaffre's commitments in its business, in order to contribute to the Group's objectives.

The purpose of this "Suppliers' Charter" is to share with existing or potential suppliers the principles governing responsible purchasing at Lesaffre and to specify the commitments expected from suppliers in return.

This "Charter" applies to all suppliers of Lesaffre and their subsidiaries.

1- Responsible Purchasing at Lesaffre

The Purchasing Department undertakes to comply with Lesaffre's ethics and integrity rules, and to comply with the Group's policies and standards.

- The impact on the environment, communities as well as sustainable development are integral factors in the Purchasing Department's activity and in defining its action strategies.
- The Purchasing Department adopts a uniform and fair procedure in selecting its suppliers. It applies the principle of free competition and unequivocally rejects any corrupt practice.
 - Lesaffre adopts a responsible attitude with regard to its suppliers and pays them in accordance with the provisions of applicable laws and regulations.
 - Lesaffre's Purchasing Function wants to promote suppliers who support the Group in its innovation and progress, both technically and socially.

2- Commitments Expected from the Lesaffre's Suppliers

Reliable, efficient and innovative suppliers are important to Lesaffre's success and development from a strategic viewpoint.

Lesaffre expects all of its suppliers to:

- 1- Comply with the regulations, standards and laws in force
- 2- Share the same ethics and compliance values as Lesaffre, particularly concerning opposition to discrimination in employment, forced or compulsory labor or child labor
- 3- Comply with all safety requirements of Lesaffre's entities
- 4- Demonstrate a responsible commitment to managing health and eliminating workplace related illnesses
- 5- Provide goods and services in accordance with Lesaffre's terms and conditions
- 6- Have commercial objectives in line with those of Lesaffre and be proactive, particularly regarding:
 - Value enhancement
 - Increasing operational efficiency
 - Innovation
- 7- Present a healthy financial situation
- 8- Be direct manufacturers of goods or distributors approved by them and by Lesaffre
- 9- Maintain appropriate QHSE processes and systems
- 10- Abide by antitrust, trade practice and unfair competition rules, regulations and laws, and maintain policies for fair competition and integrity, prohibiting any corruption and use a process to ensure compliance with it
- 11- Have the same commitment as Lesaffre towards sustainable development, economic prosperity, social well-being, environmental responsibility and strong governance
- 12- Be absent from the Specially Designated Nationals List defined by the OFAC (Office of Foreign Assets Control) <https://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx>
- 13- Communicate only with the permission of Lesaffre. The service provider shall not publish or permit the publication of any press release or any other form of public declaration relating to the Agreement, or operations or obligation related to the Agreement, and shall not be entitled to refer to Lesaffre in its promotional or advertising campaigns or in any other form of public declaration, without Lesaffre's prior written consent.

Supplier : _____ Date : _____

Completed by : _____

Signature :

