Code of Conduct

suppliers and service providers of Ceres nv

Stand: 5. May 2025

Ceres nv commits to an ecologically and socially responsible corporate governance. We expect the same conduct from all suppliers and service providers.
We continuously strive for optimizing entrepreneurial activities and products with regard to sustainability and call on suppliers as well as service providers to contribute to this according to a holistic approach.

For the collaboration the following regulations of this Code of Conduct apply. Adhering to this Codex is an essential foundation of business relationships. Suppliers and service providers commit to the below mentioned basic principles and requirements and adhering to these as such. Infringing this Code of Conduct is a reason and a cause for Ceres nv to terminate the business relationship to suppliers and service providers.

This Code of Conduct describes the ten most important basic rules for conduct in business as well as for the collaboration in the respective company according to the UN-Guiding Principles on Business and Human Rights as well as the Fundamental Principles and Aims of the ILO:

1. Socially Responsible Conduct
2. Protection of the International Human Rights
3. Prohibition on Discrimination
4. Prohibition on Bribery and Granting Advantage
5. Priority to Safety and Environmental Responsibility
6. Lawful, Complete and Truthful Accounting
7. Protection of Corporate as well as Intellectual Property and Trade Secrets
8. Economical Use of Corporate Resources
9. Avoiding Conflicts of Interest
10. Rightful and Free Competition

Introduction

It is of great importance for the reputation of the company and thus its success that all clients, suppliers, service providers and business partners as well as the authorities, the public and other parties involved trust in the decent and responsible conduct of all employees. A decent and responsible cooperation with suppliers and service providers is a matter of course.

1. Socially Responsible Conduct

Complying with the fundamental rights and social standards is an important principle of human coexistence and is implemented without any restrictions.

Labour conditions in all areas and divisions of business partners have to be created in such a way that adhering to these rights and standards is always ensured. Complying to the prohibition on child- and forced labour is a matter of course as well as protecting the right to free assembly.

2. Protection of the International Human Rights

We constantly observe the compliance with international human rights in all business relationships and ensure not to be complicit in human rights violations by visiting suppliers, service providers and clients.

3. Prohibition on Discrimination

Every employee has the right to being treated fairly as well as politely and respectfully by their superiors and colleagues. No person shall be disadvantaged because of ethnic origin, gender, religious belief or ideology, an impairment, age, sexual identity or due to any other personal characteristics. Discrimination means, e.g. mocking, excluding, disadvantaging, hampering of any kind.

We are all obliged to respect every employee´s personal dignity and privacy. Harassment and any kind of undesired physical contact are prohibited.

4. Prohibition on Bribery and Granting Advantage

Bribery and granting advantage – irrespective of any kind – are not tolerated.
As a matter of principle personal benefits in connection with business activities may neither be demanded nor accepted, nor offered neither granted. This also applies to countries where customs may differ.

Exceptions only apply for customary presents or giveaways and for presents, which conform to custom and courtesy in a country; this also applies to invitations. Any cases of doubt have to be clarified with the Board of Management.

5. Priority to Safety and Environmental Responsibility

Avoiding and safely controlling hazards to people and the environment are vital parts of acting responsibly. This applies to all areas and divisions of the company. Evaluating production costs and product safety always has to be effected in favour of product safety. Legal requirements serve as the minimum standards in this regard.

A conditio sine qua none is the adherence to safety precautions irrespective of them being legally binding, stipulated by the respective authorities or contained in the corporate guidelines. Everybody is jointly responsible for safety in their work environment.

Acting environmentally conscious does not only represent an entrepreneurial duty, but is an essential pre-condition to maintain natural resources and hence economic efficiency and competitiveness on the long term. Deploying resources and a negative influence on the environment have to be permanently scrutinized and optimized - in the production process as well as among all employees. The company fosters the use of environmentally friendly technologies with economic viability. Complying with the respectively applicable environmental regulations is regarded upon as a minimum standard.

6. Lawful, Complete and Truthful Accounting

Executing business including the use of assets or financial means of the company are only allowed if the respective transactions are properly accounted for and reported accordingly.

7. Protection of Corporate as well as Intellectual Property and Trade Secrets

In case employees of business partners become aware of trade secrets in the usual course of business activities these shall be treated confidentially and shall be protected from external access. Equivalent to a „trustee“, everybody is obliged to protect external property from loss, damage or theft. Stationery and work material, samples and products are corporate property as well.

Trade secrets, technologies, recipes and all other information relevant to business activities shall be treated confidentially and absolutely thoroughly to prevent disclosure to unauthorized persons.

8. Economical Use of Corporate Resources

Using corporate resources economically is a matter of course. Whenever deploying corporate resources, may they be material, financial or human, it shall be reviewed if it is beneficial to the company.

9. Avoiding Conflicts of Interest

Conflicts of interests between an employee's corporate tasks and their private interest are to be avoided. Expressing private opinions in public have to be indicated as such..

10. Rightful and Free Competition

Cartel law aims at securing the maintenance of free and authentic competition in the interest of all market participants involved. Agreements or alignments of any kind - may they be in speaking or writing - with competitors resp. members of competing companies

which have or could have the purpose resp. the effect of preventing, restricting or distorting competition are strictly prohibited. Contracts or any other agreements with competing companies may solely be concluded in the course of customary business operations (e. g. ordering from competing companies in case of production shortfalls). All other contacts to resp. agreements with competitors´ companies have to be limited to their absolutely necessary extent. These basic principles also apply for participating and involving in association conventions as well as for any other meetings with members of competing companies.

Validity and Implementation of this Code of Conduct

The rules of this Code of Conduct apply to all employees of Ceres nv without any exception and not only word by word, but also according to its meaning. As far as rules of conduct are stipulated in separate guidelines for single areas of activity, these guidelines apply unrestrictedly alongside with the Code of Conduct, in case of doubt the respectively stricter rule has to be adhered to.

Likewise, these regulations also apply to all business partners which provide products or services. These regulations apply to the company we maintain a business relationship with as well as implicitly to all their employees. There is the joint obligation to integrate these basic principles stipulated herein into every day's business operations.

The Managing Directors and the Members of the Board have the task to bring the Code of Conduct into the company and to surveil its adherence, additionally to acting as role models. Insofar, they are subject to a particular responsibility. Infringements of the Code of Conduct shall be treated as a major violation of legal duties and lead to legal consequences.

Each partner is responsible for setting up an effective complaints mechanism at their own corporate level.

Every person, irrespective of being an employee, supplier, client or any other party involved is expected to bring violations of laws and regulations applicable or violations of this Code of Conduct to the attention of the Board of Management.

The Board of Management is committed to ensuring that it will not be of any disadvantage to the business partner if they reported a (suspected) violation of the Code of Conduct.

Employees of the companies involved will not be held responsible for any business disadvantages which relate to adhering to the legal regulations and guidelines applicable or to following this Code of Conduct. If anonymity is to be preserved, please address these notifications by mail to

Marc Lebon
private and confidential
Ceres nv
Vilvoordselaan 300
1130 Brussel

Please refer to the website of Ceres nv for the Data Privacy Officer currently appointed.

5. May 2025

The Board of Management

Michael Gutting

Martin Bindewald