

## ARDO Code of Conduct

### Together we take responsibility

The Code of Conduct defines Ardo's core values. Our core values are embedded in every aspect of Ardo's business and are to be considered as minimum requirements to be respected, by all our employees, partners, suppliers and intermediaries. The overall goal is to encourage respect for business ethics, human and labour rights, safety and the environment.

#### Our guiding principles: People – Product – Planet

Ardo is a leader in the market with a clear ambition to feed the future while preserving nature's gifts.

**People** - Ardo is building reliable & long-term relations with all stakeholders: customers, farmers, suppliers, local communities and industry. Ardo is respecting its employees and communities in all relevant aspects (diversity, safety, health, well-being, empowerment and social commitment)

**Product** - Ardo supports a healthy, plant based global food transition by offering safe & high quality fresh frozen vegetables, fruits & herbs covering both today's and tomorrow's needs. Ardo has a clear ambition to continuously improve the quality KPI's of its products.

**Planet** - Ardo is minimizing environmental impact in growing and processing the vegetables, fruit & herbs with Mimosas+, promoting organic production & biodiversity, increasing use of green energy, reducing water consumption, managing packaging, minimizing waste and reducing our carbon footprint.

#### Business ethics

Ardo is committed to acting lawfully and ethically, with **integrity** and **responsibility** in every aspect of doing business and expects every party involved to act in the same way. Each party shall comply with all applicable laws, rules and regulations. All forms of corruption, bribery, money laundering and unlawful restrictive trade practices are strictly prohibited (Ardo anti-corruption policy).

#### Human and labor rights

Ardo and each party involved in doing business with Ardo shall support and respect internationally declared human rights and treat its employees fairly, equally and with respect.

**Freedom of association** – Ardo recognizes the right of each employee to form or join trade unions and the right of their representatives to negotiate collectively, without the risk of suffering any disadvantage or discrimination as a result thereof.

**Working hours** – Working hours, breaks and vacations must comply with (inter)national legislation and agreements.

**Fair compensation** – Wages, benefits and overtime compensation shall at the very least comply with national legislation, industry standard and collective agreements.

**Forced labor** – No form of forced labor, physical abuse or labor linked to any form of punishment is permitted.

**Child labor** – Every child needs to be protected from economic exploitation. Ardo does not employ any individual who has not reached the mandated school-leaving age or the minimum age set for employment as defined in the concerned country.

**Equal treatment** - No discrimination, intimidation, oppression or harassment shall be accepted, no matter in which form.

#### Safety at work

The safety of our employees and contractors is amongst Ardo's highest priorities. Ardo strives to take a leading role in an industry that poses real risks.

#### Responsible Sourcing

The supply chain that supports the global food system must be sustainable – balancing the needs of today with the needs of the future generation. Ardo's purpose can only be achieved by working closely with our suppliers that underwrite the same values (Ardo Supplier Code of Conduct)

#### Illegal or non-compliant conduct

Enforcement of this Code of Conduct is essential to safeguard Ardo's values. It is each person's responsibility to ensure that the content of this Code of Conduct is implemented and complied with. Together we take responsibility - each person is encouraged to raise any concerns through our whistleblowing channel (Ardo Whistleblowing Policy). Any failure to comply with the terms of this Code may result in a termination of the relationship with Ardo.