

**Farmex**
Vínculos Fértiles

SUPPLIER CODE OF CONDUCT AND ETHICS

Prepared by: Compliance Officer	Reviewed by: Senior Management	Approved by: Governing Body	Date:
SIGNATURE:	SIGNATURE:	SIGNATURE:	10/31/2022

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Dear supplier,

At Farmex, we have always demonstrated a special commitment to the quality of our products, and to integrity and professionalism in the performance of each of our activities.

This Code of Conduct compiles all the values and principles that have guided our individual and collective behavior, and supports our firm commitment to maintain an ethical conduct in the performance of our lines of business, respecting human, individual, social, economic and environmental rights. This document applies to all individuals and/or legal entities - suppliers, contractors, subcontractors and their respective team members who produce goods and/or provide services for Farmex.

Likewise, this Code of Conduct shall be a guide and reinforcement of our Vision and Mission. The concept of "being with the farmer" goes far beyond the literal meaning of the phrase; it seeks to establish fertile bonds of trust and value, which are sustainable over time.

In cases where the applicable laws in force and the Suppliers' Code of Conduct address the same issue, the more rigorous standard shall be considered.

Let us be an example of adherence to the values and principles that support this Code of Conduct and that constitute the essential basis thereof.

The issues addressed in this document are intended to serve the interests of all parties involved. If you have any suggestions for improving our relations, please send us an email to ucn@farmex.com.pe.

1. INTRODUCTION

This Code of Conduct and Ethics (hereinafter, the “**CODE**”) is the expression of a series of behavioral principles that arise from and are inspired by a series of traditional values in the way of doing and managing its business and its business projects, which, in response to these high demands, should guide the work, the use of resources and the daily performance of all Farmex suppliers.

In addition, the Code aims to reflect the set of principles of ethical behavior and good business practice contained in the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact and the Universal Declaration of Human Rights.

This **CODE** applies equally to all suppliers, contractors, advisors, business partners, customers, including any third party duly authorized to act on behalf of our company.

We expect our business partners, suppliers and third-party representatives to undertake to comply with the standards set forth herein and, in many cases, we shall require such third parties to expressly agree in writing to each provision of this **CODE**.

2. COMPLIANCE WITH LAWS

At **FARMEX**, we are committed to complying with the laws and regulations that apply to our organization and the way we operate. We respect the highest standards of ethics and compliance with international standards and expect our suppliers to behave in the same way.

In accordance with the legal framework of Law 30424, in addition to Legislative Order (*Decreto Legislativo*) 1352, which extends the administrative liability of legal entities, this **CODE** implements a culture of compliance in our organization for the proactive prevention of unlawful acts and internal control.

This **CODE** is prepared under the framework of the **ISO 37001:2016 Standard – ANTI-BRIBERY MANAGEMENT SYSTEM (ABMS)**, as the highest expression of our will to establish a real and evident culture of compliance.

3. HUMAN RIGHTS

Our suppliers shall protect universally recognized fundamental human rights within their sphere of responsibility and influence, and shall ensure that their companies do not allow any violation of these rights. Furthermore, they shall ensure that their employees are treated with dignity and respect, including the following obligations:

- a) Not to employ child labor.
- b) Not to discriminate their employees by word or action, for reasons of race, gender, language, religion, sexual orientation or disability.
- c) Respect freedom of association and collective bargaining.
- d) Comply with applicable labor regulations, including those relating to:
 - Working hours.
 - Payment of fair wages and fringe benefits within legal parameters.
 - Membership in the comprehensive social security system.

4. ENVIRONMENT

At **FARMEX**, we recognize our duty to satisfy the economic, ecological and social needs of present and future generations.

Our suppliers must strive to minimize the environmental impact of their activities and the use of their facilities, equipment and means of work.

Respecting the environment basically implies respecting the environmental regulations in force due to the activity carried out and the geographical location of our facilities; minimizing environmental effects, especially in relation to waste, discharges and atmospheric emissions; giving priority to prevention criteria over correction criteria; maintaining the environmental awareness and sensitization of all our team members.

We believe that we can make an important contribution to sustainable development through:

- (i) Efficient use of resources;
- (ii) Reduction of energy and raw material consumption in production;
- (iii) Waste reduction;
- (iv) Waste recycling.

All suppliers involved in the construction and operation of our facilities must follow local regulations and apply for and obtain the necessary permits and authorizations for the operation of our facilities.

5. OCCUPATIONAL HEALTH AND SAFETY

We expect our suppliers to provide a safe and healthy environment for their team members and to take the necessary measures to prevent injuries and damage to health of their employees. In addition, ongoing training shall be provided on prevention issues in order to anticipate possible emergencies.

Suppliers must be familiar with and comply with occupational health and safety protection standards and ensure, within the scope of their duties, their own safety and, in general, the safety of all persons who may be affected by the performance of their activities, as provided for by law.

Special care must be taken when working with potential sources of danger since accidents can occur because we become less careful.

When an incident occurs, **FARMEX S.A.** units responsible for health, safety and environmental protection must be notified immediately.

6. PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING

At Farmex, we do not accept money or other assets if we suspect that they come from unlawful activities.

Suppliers undertake not to assist, support, allow or participate in money laundering or terrorist financing.

7. ANTI-CORRUPTION AND ANTI-BRIBERY

In the development of the business relationship, we expect to apply the following principles according to our corporate philosophy:

- a) Negotiations and operations with Farmex shall be conducted with ethics, transparency, respect and corporate social responsibility. Fraud and corruption shall not be tolerated.
- b) We shall strictly comply with the law, and with the provisions and regulations issued by the competent authorities.
- c) Related third parties shall not accept or promote any form of corruption, including fraud and bribery.
- d) We shall not negotiate, accept or pay anything of value for situations such as extortion or similar events and all those actions that are not carried out within the legal framework, and such events must be reported to the authorities.
- e) We shall not have any type of relationship with illegal groups for the development of our activities.
- f) We shall not enter into transactions with third parties that are involved in the violation of human rights.
- g) Farmex, in accordance with its principle of no tolerance to acts of fraud and/or bribery, shall impose penalties that may entail serious consequences for the company (including cancellation of contracted goods and services and even legal proceedings) and for the team members involved (including penalties for serious breach of the Internal Work Regulations and legal proceedings).
- h) Suppliers who know or suspect corrupt, dishonest or fraudulent activity must immediately notify FARMEX through the whistleblower channels referred to on page 7. The information shall be handled in a confidential and reserved manner.

8. CONFLICT OF INTEREST

A conflict of interest arises when the actions of a team member may be influenced by a personal interest, whether family, sentimental and/or economic, and therefore he acts not for the benefit of the Company but for his own benefit or for the benefit of a third party. The supplier who in fact is or appears to be in a situation of conflict of interest must ensure that such situation is known to Farmex before entering into any business relationship.

A direct or indirect conflict of interest occurs in the following situations:

- The economic participation of a Farmex employee or his/her spouse, common-law spouse or person related up to the second degree of consanguinity or affinity or first civil degree, in a company that supplies us with a good or service, when the employee is responsible for the business relationship.
- Granting or receiving loans from employees responsible for the business relationship.
- Having any kind of relationship (romantic, family, friendly or otherwise) with an employee that prevents ensuring the principle of objectivity in the business relationship.
- Offering company employees, in personal business, exclusive or preferential discounts, except when the company has authorized purchase plans.

If it is not possible to foresee a conflict of interest, the supplier shall not be considered to have committed a breach for not declaring it. However, as soon as he becomes aware of its existence, he must declare it.

9. POLICY ON GIFTS, HOSPITALITY AND SIMILAR BENEFITS

At **FARMEX S.A.**, we have a **zero tolerance** policy towards bribery and are committed to acting professionally, impartially and with integrity in all our activities wherever we operate.

Suppliers shall not give gifts or hospitality intended to improperly influence a business decision or relationship. Similarly, they shall refrain from accepting gifts or hospitality from employees that have such a purpose.

Any unlawful situation detected or suspected shall be notified as soon as possible through the **FARMEX S.A. WHISTLEBLOWER CHANNEL** if it is believed that a violation of this policy has occurred or may occur in the future.

10. CONFIDENTIALITY

All information given to and shared with suppliers as a result of a business relationship is confidential and may only be disclosed with the express authorization of the company concerned and, where appropriate, a confidentiality agreement shall be requested.

11. QUESTIONS AND CONCERNS

Please do not hesitate to contact the organization's **COMPLIANCE OFFICER** if you have any questions or concerns about the application of this **CODE** to your duties.

If you have any doubts or become aware of possible violations of the **CODE**, **you must** report them to the Compliance Officer through the e-mail address ucn@farmex.com.pe and/or the **FARMEX S.A. WHISTLEBLOWER CHANNEL**.

12. WHISTLEBLOWER CHANNELS FOR COMPLAINTS AND RAISING CONCERNS

We have established procedures for:

- The confidential submission of good faith concerns and complaints by suppliers regarding violations of this **CODE**.
- The receipt and handling of complaints received by **FARMEX S.A.** regarding violations of this **CODE**.

Please note that actual or potential violations must be reported. Failure to report them may result in the application of penalties. Violations may be notified through the Concerns and Irregularities Channel or through the **COMPLIANCE OFFICER** by sending an email to ucn@farmex.com.pe and/or through the **FARMEX S.A. WHISTLEBLOWER CHANNEL**.

WHISTLEBLOWER CHANNEL

Organization's website

<https://canaldedenuncias.farmex.com.pe/>



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I, hereby DECLARE that I have received from the representatives of FARMEX S.A. a copy of the FARMEX S.A. SUPPLIERS' CODE OF CONDUCT, which I know and understand in all respects. In addition to the values of the company, it establishes guidelines for internal behavior and style, guidelines for behavior before society and nature and a series of especially prohibited behaviors. It also regulates the Regulatory Compliance Unit, establishes the whistleblower channels and subjects effective compliance with its contents to the applicable system of penalties.

Company:

Title :

Date :

Signature: