

Our Code of Conduct

Our commitment :

Working *together*
to better nourish and protect the planet.

As a **key global player in fermentation** for over a century, **Lesaffre** (“we”), with a current turnover of around **2.2 billion euro**, operates on all continents and has a global workforce of **11,000 employees** of more than **90 nationalities**. On the strength of this experience and diversity, we work with customers, suppliers, partners and researchers to find ever more relevant answers to the needs in food, health, naturalness and respect for our environment. Every day, we thereby explore and reveal **the infinite potential of microorganisms**.

Nourishing 9 billion people in a healthy way in 2050 by making the most of our planet’s resources is a major and unprecedented issue. We believe that **fermentation is one of the most promising answers** to this challenge.

The way we conduct our business is inspired in particular by **international recommendations and initiatives** such as:

- The Organization for Economic Cooperation and Development
 - The International Labour Organization
 - The United Nations Global Compact
- The Universal Declaration of Human Rights
 - The United Nations Climate Convention
- The European Union’s Farm to Fork Strategy.

Lesaffre ratified the «EU Code of Conduct for Responsible Food Marketing and Sales Practices», one of the first deliverables of the European Union’s Farm to Fork Strategy and an integral part of its action plan.

Thus, in addition to comply with applicable laws and regulations applicable in the country where we operate, Lesaffre promotes four flagship pillars of its corporate social responsibility (CSR) at the heart of its activities:

1- We care about people ("Working together" ...) by:

- Prohibiting forced or compulsory labour and child labour
- Fighting all type of abuse, violence, discrimination or harassment
 - Providing dignified working and remuneration conditions
- Ensuring the safety, the security and the health of employees
 - Developing and protecting our human capital
 - Respecting freedom of association
- Contributing to a circular economy and to the economic and social development of local communities.

2- We care about the sustainability of our activities (... "to better nourish" ...) by:

- Ensuring health and safety quality of our products
- Contributing to the preservation of human health capital
 - Contributing to soils protection and plant health
 - Contributing to animal nutrition and health
- Improving food's nutritional and taste qualities and enable access to healthy and suitable food for all.

3- We care about the environment (... "and protect the planet") by:

- Introducing and implementing a policy for managing and improving our industrial facilities, with a focus on sustainable development and environmental responsibility
- Optimising our use of natural resources and reducing the impact of our activities upon the environment . Lesaffre seeks to preserve water resources and encourages the introduction of energy technologies that are respectful of our planet.

4- We care about business ethics, compliance and integrity by:

- Complying with the rules of free competition
- Refusing and banning any form of corruption and conflict of interest
- Refusing fraud and money laundering activities
- Respecting international trade restrictions and sanctions
 - Protecting personal data
 - Protecting confidential information and valuable assets and IP.

Our CSR does not end at Lesaffre gate. This is why we expect our stakeholders (including our suppliers) to also embrace the contents of this code.

Lesaffre reports yearly on the follow-up of its commitments in the «Extra-Financial Performance Group Statement» available at www.lesaffre.com.