



# SUPPLIER CODE OF CONDUCT

This document refers to **AFYREN** and its affiliates (hereinafter “AFYREN”).

**AFYREN** is built on deep-seated values, which shape its culture and help forge its reputation as a provider of quality bio-based products and related services. **AFYREN** is committed to improving the quality, safety and efficacy of its products in a responsible and sustainable way. To meet this goal, and since illicit or unethical practices and behaviors destroy trust and value, working closely with those who supply goods and services to us (“Suppliers”) is essential.

**AFYREN** Code of Conduct indicates what we expect from our Suppliers. It is guided by the principles of impartiality, fairness, and loyalty.

We want our Suppliers, partners and agents, and market players to be familiar with the fundamentals that govern our relationships, and to ensure that they respect them :

## 1. Comply with the Law and Third Parties’ Rights :

- Respect for the public authorities, officials and agencies in the countries in which we operate
- Respect for Intellectual Property Right
- Protect confidential and sensitive information
- Protect privacy and Personal Data

## 2. Business Integrity :

- Prohibition of any fraud, dishonesty and any type of criminal activity (corruption, influence peddling, offence of favoritism, market abuse, etc.)
- Never offer nor accept bribes, kickbacks, inappropriate gifts
- Avoid (appearance of) conflicts of interest
- Require their own suppliers to conduct business consistent with this Code of Conduct

## 3. Keep Accurate and Honest Records :

We expect our Suppliers to maintain accurate and honest records (technical or otherwise) and establish internal control systems, in order to prove compliance with this Code of Conduct. This allows us to make responsible business decisions and disclose truthful and timely information to our stakeholders and take responsible business decisions and disclose true and updated information to our partners.

#### 4. Treating People with Dignity and Respect :

- Provide safe and healthy working conditions at all their operations
- Respect for employees, their health and safety
- Respect for all business partners
- Oppose to child and forced labor
- Oppose to labor conditions contrary to human dignity, harassment or any other kind of abuse

#### 5. Security

**AFYREN** and its Suppliers are responsible for ensuring that all delivered products and services meet our customers' requirements and comply with the applicable rules and regulations.

Suppliers must in particular :

- Protect any of **AFYREN** confidential information to which they have access, including its intellectual property, trade secrets, or financial information
- Avoid any situation that may adversely affect our business interest or reputation

#### 6. Suppliers' Performance Assessment :

**AFYREN** organizes performance reports with all its suppliers and performs assessment meetings about :

- Quality, business continuity management, supply chain management, supplier relationship management
- Continuous improvement plan
- Finding solutions to difficulties in the contractual relations, to the best interests of the parties

**AFYREN** will value suppliers who have had their environmental management system certified.

#### What does happen in case of disrespect ?

**AFYREN** reserves the right to :

- Conduct audits or assessments to ensure Supplier compliance and will take appropriate steps regarding its relationship with Supplier should there be reason or reasons for concern
- Discontinue any relationship for non-adherence to principles mentioned above or failure to correct deficiencies as soon as possible

You are part of our supply chain, **AFYREN** counts on your commitment and cooperation, by working closely with our Suppliers, we believe we can achieve mutual success.

For further details and information on **AFYREN**, please visit : <https://afyren.com/>

To report a concern about illegal or inappropriate conduct, please contact : [ethics@afyren.com](mailto:ethics@afyren.com)

For information regarding this Code of Conduct, please contact : [contact@afyren.com](mailto:contact@afyren.com)