

Corporate Social Responsibility Charter



PREAMBLE

This Charter aims to present all the actions implemented at EXOFood to develop and strengthen its Corporate Social Responsibility (CSR) policy. It outlines our values, beliefs, and commitments. The search for innovative and pragmatic solutions, as well as the creation of value for our customers, is at the core of our mission, particularly in the management, optimization, and sourcing of new products. Our ambition is to build solutions through quality and trusted relationships both within our company with the people who make it up, and with our customers, partners, and the economic sectors in which we operate.

In the face of societal, environmental, and economic challenges, EXOFood has, since 1999, developed a diversified network of specialists committed to finding sustainable and responsible solutions.

This Charter defines the principles expected by EXOFood regarding ethics, the fight against corruption, respect for human rights and labor standards, the fight against discrimination, protection of health and safety of individuals, as well as the preservation of the environment. These commitments aim to ensure ethical and sustainable commercial relationships with its partners, in compliance with national laws and regulations, the United Nations Global Compact, the Fundamental Conventions of the International Labour Organization (ILO), and any other relevant convention or declaration.

The publication of this Charter allows EXOFood to exchange and share best CSR practices with its partners and, more generally, with all stakeholders, and to create a reference framework through this document. Each partner is invited to review these values and principles and apply them internally as well as across all its stakeholders.

We are aware that this approach is a continuous improvement process relying on close collaboration with all our stakeholders.

The Management



HUMAN COMMITMENT

The sense of collective responsibility is deeply embedded in our identity, and we firmly believe that our human capital is our greatest asset.

In its operations, EXOFOOD, its suppliers, and partners are committed to respecting human rights, labor standards, the environment, and fighting against corruption, forced labor, child labor, harassment, and any form of discrimination. We also ensure competitive wages, respectful working hours, and the health and safety of all employees.

EXOFOOD selects and evaluates its suppliers based on the respect for these commitments, along with price, quality, performance, and on-time delivery. Respect for these values is a determining factor in all our purchasing decisions.

EXOFOOD is committed to respecting the social, legal, and societal environment of all its stakeholders, intervening only in the case of conflicts with our fundamental principles.



COMMITMENT TO WORK

EXOFOOD prioritizes permanent contracts (CDIs) for its employees and offers attractive benefits. The company's structure allows each employee to have a clearly defined role, encouraging innovation, initiative, and idea generation. Through open dialogue, each employee can contribute to the company's development by valuing ideas and following product diversification projects and supplier/customer relationships.

EXOFOOD is committed to providing a comfortable, safe, and ergonomic work environment. The premises are spacious, bright, and soundproofed. An independent break room with all necessary equipment is available. Each employee can request the necessary equipment for an adapted workspace.

We comply with current health and safety regulations. We commit to implementing preventive measures to avoid accidents, injuries, and occupational risks, ensuring that safety equipment is in good working order.

We are resolute in maintaining a safe, respectful, and inclusive work environment free from violence, harassment (physical, moral, or sexual), or intimidation. In the case of any behavior discrepancies, we apply the disciplinary measures prescribed by law.



SERVICE COMMITMENT

Service Quality

EXOFOOD is committed to adhering to fundamental responsible purchasing principles in compliance with current laws and integrating sustainability principles in its relationships with partners.

We select our suppliers, service providers, and subcontractors based on their professionalism, competitiveness, and the alignment of their products and services with our

specifications. We ensure that our partners' actions toward sustainable development are recognized and valued in our purchasing processes.

We are aware of our role as a responsible social actor and commit to considering local contexts to contribute to the development of the areas where we operate. We encourage local economic development by prioritizing partnerships with local companies and suppliers. Our payment terms with suppliers are also part of our CSR policy. We are committed to respecting payment deadlines and paying our suppliers in accordance with contractual and legal provisions.

Confidentiality

Considering our suppliers and clients as key players in our mutual success, we are committed to building a relationship based on trust and mutual respect. We perform our services under the framework of confidentiality regarding information and results. We ensure that no document relating to a requested project is disclosed to a third party without prior written consent from the client.

As part of this vigilance, we take appropriate measures (awareness, confidentiality clauses, anonymization) to protect this information, both physically and digitally.

In case of a specific request from clients, a confidentiality agreement may be signed. The confidentiality obligation will remain in effect even after the contract expires and for an indefinite period.

Alert System

We expect our partners to alert the relevant services and clients when faced with a problem. This includes any incident, suspected or proven violation of rules by one of their employees, order delays, or supply difficulties.

Any product quality discrepancy must result in a non-conformity report specifying the cause of the issue and corrective actions. EXOFOOD commits to offering suggestions to help deploy actions and ensuring their proper implementation during audits.

ENVIRONMENTAL COMMITMENT



Aware of the environmental impact of our operations, we strive to minimize it by implementing an environmental and societal management policy focused on more energy-efficient, low-carbon, and responsible practices.

We are committed to reducing our environmental impact by optimizing our logistics chain (road and maritime transport). In the areas where we operate, we encourage waste management optimization. We also promote environmental certification and labeling for our suppliers and service providers. Around these environmental challenges, we want our actions to align with efforts to preserve natural resources and ecosystems, bringing value-added expertise to our service providers and their activities in the areas where we operate.