



SUPPLIERS CODE OF ETHICS



Generalities

At **BOEMA**, we believe that partnerships and collaboration with our suppliers is a mutually beneficial and inclusive way to ensure that responsible sourcing issues are applied throughout the supply chain.

Strong partnerships build trust not only with our suppliers, but also along the entire value chain.

We are committed to working with our Suppliers for continuous improvement and we firmly believe that this brings common and shared benefits for us, our suppliers, and the communities in which we operate.

Suppliers are our key partners to ensure that the ways our company applies in its supply chain are also applied by our Suppliers in their respective supply chains.

The BOEMA Suppliers' Code of Ethics is an integral part of **BOEMA's** purchase contracts and is a prerequisite for all future collaborations.

Therefore, the Supplier

- concur and agrees to respect the rules of engagement, which constitute an essential prerequisite for the existing business relationship with BOEMA;
- agrees that BOEMA or a third party in charge may carry out announced/unannounced audits/inspections in accordance with the commitments, agreements or contracts entered into with BOEMA, and undertakes to operate in accordance with **the following requirements:**

Compliance with laws

Comply with the laws of the legal systems applicable from time to time.

Respect for employees' fundamental human rights

- promote equal opportunities for, and fair treatment of, its employees, regardless of color, race, nationality, social background, disability, sexual orientation, political or religious belief, gender, or age;
 - respect the personal dignity, privacy and rights of each individual;
 - refrain from hiring or having someone work against their will;
 - not to admit any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - prohibit any conduct that is sexually offensive, coercive, threatening, abusive or exploitative, including gestures, language and physical contact;
 - provide adequate remuneration and ensure the applicable mandatory national minimum wage;
 - comply with the maximum number of working hours established by the applicable rules;
 - recognize, as far as legally possible, the right of free association of employees and not to support or discriminate against members of employee associations or trade unions.
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Freedom of association and collective bargaining

The Supplier recognizes the right of its employees to form and join a union of their choice and the right to collective bargaining without fear of intimidation or reprisals. The Supplier shall take the necessary measures and provisions to identify, prevent and combat discriminatory behaviour in the context of applications, decisions on training, awards, career advancement, dismissals or transfers related to organization, membership, and trade union activities. The Supplier complies with the ILO Conventions on freedom of association, collective bargaining, and employee representation.

Prohibition of child labor

BOEMA repudiates all forms of child labor and does not employ, directly or indirectly, workers under 15 years of age; Therefore, it asks its suppliers to apply the following:

- the Supplier recognizes the human rights of children, such as the right to education, the right to play and the right to basic needs and complies with ILO definitions on the minimum age for employment and hazardous work, respecting children's rights and corporate principles;
- the Supplier shall take the necessary measures and provisions to identify, prevent and address child labor issues that it may create, to which it may contribute or to which it may be linked in the framework of its business relations.

Employee Health and Safety

- take responsibility for the health and safety of employees;
- keep hazards under control and take the most appropriate precautionary measures against occupational accidents and diseases;
- provide training and ensure that employees are informed about health and safety issues;
- establish or operate a system for the management of the safety and health of workers according to the OHSAS 18001 standard or equivalent system.

Environmental protection

- act in accordance with statutory and international regulations on environmental protection;
- minimize pollution and make continuous improvements to protect the environment;
- establish or operate an environmental management system in accordance with ISO 14001 or equivalent system.

Supply chain

- strive to promote compliance with this Code of Ethics among its suppliers;
- comply with the principles of non-discrimination in the selection and treatment of suppliers.

Water conservation and management

The Supplier shall, as far as possible, take the necessary measures to minimize the impact on water resources by reducing water consumption, ensuring the maintenance or improvement of the quality of groundwater resources, and promoting the conservation of water resources.

The Supplier will take the necessary steps to provide evidence relating to its water footprint, where required.

Waste management

The Supplier will take the necessary measures to minimize the production of waste and the consumption of natural resources.

The Supplier will adopt good waste management practices, reducing its footprint and promoting the circular economy.

Chemical Management

The Supplier will not use chemicals considered harmful to the environment and/or to people. Suppliers who purchase agricultural products practice and promote limited use of chemicals and fertilizers in the supply chain and to farmers. Supplier will establish and adopt procedures for the management of chemicals throughout the supply chain.

Soil quality

The Supplier shall take the necessary measures to preserve the quality of the soil and to minimize its impact on the same, as far as possible. The Supplier will practice and promote composting and reuse of organic matter and regenerative agriculture. The Supplier will provide evidence relating to soil management and/or soil impact assessment, where required.

Efficiency

The Supplier will take the necessary measures to minimize energy consumption and define energy saving strategies (such as the use of renewable sources and fuels, fuel-efficient logistics activities).

Animal welfare

The Supplier will take the necessary measures to ensure the protection and welfare of the animals, aimed at a constant and progressive improvement of the mental and physical needs of the same.

Sustainable packaging

The Supplier shall take the necessary measures to minimize the environmental impact of the packaging. Suppliers will consistently apply eco-design principles: removal of unnecessary packaging, choice of recycled materials whenever possible, reduction of the number of materials - particularly if they come from non-renewable sources - and incentivizing the reuse or recycling of packaging.

Prohibition of corruption

The Supplier will undertake not to admit and not engage in any form of corruption, including payments or other forms of benefits conferred on public officials in order to influence decisions "contra legem"/ against the law.

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