

## BUSINESS CONDUCT AND ETHICS

Our Code of Conduct requires a high standard of business and personal ethics from all our employees and partners. Our conduct and ethics programs are constantly reviewed to reflect both the changing legal environment and the expectations of those with whom we work.

The main principles used in our business are based on honesty, integrity and fairness. In our dealings with our partners and suppliers we act reliably, fairly and responsibly. We follow the standards of Business Social Compliance Initiative (BSCI).

We continue to comply with regulations in all relevant areas of operational fields and hold the necessary permits and certifications. In addition, we continually seek opportunities to go beyond these regulations by complying with numerous industry guidelines and other voluntary measures to ensure high labour standards and safe and responsible operations. In that way together we can ensure sustainable success for Fruitag.

A handwritten signature in black ink, appearing to read "M. Rehder".

Max Rehder  
CEO of FRUITAG

### Our Code of Business Conduct

Our employees, suppliers and partners must adhere to the Code and related policies, which cover the following core areas:

- Respect for the environment
- Human rights and labour standards
- Anti-Bribery
- Conflict of interest
- Sanctions and regulations
- Anti-Money Laundering
- Fair Competition
- Business and financial records
- Confidentiality
- Personal data protection

### Business Partners' Code of Business Conduct

Based on our existing Code of Business Conduct, it requires our suppliers, partners, and others with whom we engage to provide information on aspects like global sanctions, modern slavery and anti-money laundering as part of our initial engagement and due diligence processes.

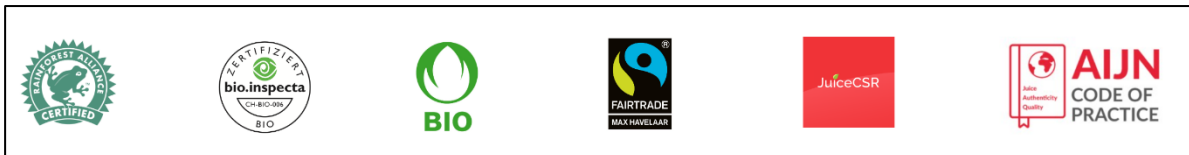
## Competition

As a business that is oriented to success and performance we are committed to free and fair competition. Therefore, the decisions made by Fruitag are based on facts and are free from any sort of discrimination.

## Regulatory compliance

Fruitag respects and complies with all applicable regulations, whether local, national or international. Additionally, we adopt several certifications. These include:

- EU regulations
- Complying with the AIJN Code of Practice
- International Labour Organization regulations (BSCI Business Social Compliance Initiative)
- FLO (Fairtrade International)
- Organic / Bio
- Rainforest Alliance Certification



## Social Commitment and Cooperations

In order to ensure and possibly improve local cultivation conditions and living standards in the countries of origin of our products, we maintain direct, close contact with our suppliers. In addition, we are committed to financially support local school education, various recreational activities and equine therapy.

Fruitag counts cooperatives in Mexico, Brazil and India in particular among its valued suppliers.