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Supplier Code of Conduct

At FRIT RAVICH we believe in nourishing life's moments with quality, innovative and sustainable products. We want to generate well-being and shared experiences by acting with responsibility and transparency.

We work towards responsible growth that cares for people, fosters relationships of trust and minimises environmental impact. Our way of doing business is based on ethics and sustainability, values that we extend to our entire value chain.

We expect our supplier companies to respect the principles set out in this Code of Conduct, which is aligned with the standards of the International Labour Organization (ILO), the United Nations Global Compact and current law.

This Code does not replace local or global applicable law. In the event of contradiction, the current law will always prevail.

1. HUMAN AND LABOUR RIGHTS

At FRIT RAVICH we believe that respect for people is the foundation of a fair and sustainable business relationship. Therefore, we ask our suppliers to guarantee decent, safe and equitable working conditions, aligned with international human and labour rights principles.

- **Working conditions and working hours:** Suppliers must strictly comply with current labour law, guaranteeing reasonable hours and respecting legal breaks. The imposition of abusive overtime, even during periods of high demand, will not be permitted
- **Prohibition of forced labour:** Under no circumstances will work performed under duress, threats, servitude or abusive contracts be accepted. Individual freedom must always be guaranteed
- **Fair remuneration:** All employees must receive their salary and benefits on time and transparently, at least in accordance with applicable law or the standards of the sector in which they work
- **Protection against child labour:** Suppliers must comply with the legal framework for admission to employment or work, which may not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years
- **Freedom of association:** The right of workers to join, organise and participate in unions or associations without fear of retaliation or discrimination must be respected
- **Diversity, equity and inclusion:** Suppliers must promote an inclusive environment, free from discrimination on the grounds of gender, age, origin, religion, sexual orientation, disability, beliefs, political affiliation or socioeconomic status
- **Occupational health and safety:** Suppliers are required to ensure safe and hygienic working environments, providing the necessary training and

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equipment, especially in activities related to the handling of food and chemicals or machinery

2. ENVIRONMENT

At FRIT RAVICH we work with a firm commitment to positively impact society and the environment. Together with our suppliers, we want to build a more sustainable future, and therefore, we expect them to share and apply the same principles that guide our Environmental Policy:

- **Regulatory compliance:** Suppliers must comply with all applicable environmental law in their operations, as well as any additional sustainability requirements
- **Responsible environmental management:** Suppliers are expected to have an environmental management system in place that enables them to minimise the impact of their activity, continuously evaluating their processes to move towards more sustainable models
- **Waste reduction and management:** Suppliers must encourage the reduction, reuse and recycling of waste, applying best practices in both their facilities and their relationship with collaborating companies and external managers
- **Efficient use of natural resources:** Suppliers must optimise the use of energy, water and raw materials, always seeking efficiency and avoiding waste
- **Deforestation and raw materials:** Suppliers must comply with the European Deforestation Regulation (EUDR) and ensure that their raw materials and products do not cause deforestation or forest degradation. They must also ensure the traceability of their supply chain and implement controls that support this commitment

3. FOOD SAFETY AND QUALITY

Suppliers must guarantee that the products and services supplied comply with the quality, safety and legal standards required in the food industry, always ensuring the confidence of consumers and FRIT RAVICH.

In particular, they must guarantee:

- Compliance with food safety regulations and applicable international standards
- Traceability through systems that allow identifying the origin and journey of raw materials and products
- Prevention of food fraud by means of controls that guarantee the authenticity of ingredients
- Prompt management of incidents, informing FRIT RAVICH in the event of any issue that affects the quality, safety or availability of the product
- Well-being of consumers through food safety and quality systems

4. ETHICS AND ANTI-CORRUPTION

Suppliers are firmly committed to managing their business with integrity and working in an honest, respectful and ethical manner. Conduct such as corruption,

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fraud and bribery is strictly prohibited, and suppliers must have mechanisms in place to detect and sanction such illegal practices should they occur.

5. COMMITMENT TO COMPLIANCE AND MONITORING

We expect our suppliers to have internal mechanisms in place to ensure the effective implementation and monitoring of this Code of Conduct. This includes identifying and assessing potential non-compliance risks, as well as adopting preventive and corrective measures to ensure responsible behaviour throughout the value chain.

They must also keep records and evidence that prove compliance with the principles set out herein and provide FRIT RAVICH or its representatives with access to complete and accurate information whenever necessary.

If any deficiency or non-compliance is detected, the supplier will have a maximum period of sixty (60) calendar days to remedy the situation. If the matter has not been resolved by the end of this period, FRIT RAVICH will assess the situation and take whatever measures are deemed appropriate.

6. CONTACT

At FRIT RAVICH we believe that transparent collaboration is key to moving forward together towards a responsible and sustainable business model. Therefore, we provide our suppliers with various communication channels:

Compliance and Ethics

If you detect any situation that may constitute a breach of this Code of Conduct or other regulations, we encourage you to report it confidentially through our whistleblower channel (<https://fritravich.canaldenunciasanonimas.com/home>). Integrity, transparency and accountability are part of our way of working, and your participation helps us to continue improving.

General inquiries

For any other information or questions related to collaboration with FRIT RAVICH: dlcompres@fritravich.com