



PARTNERS CODE OF ETHICS

Innovafeed's mission

Innovafeed's mission is to contribute to the emergence of sustainable food systems by developing a pioneering and innovative industry. We have chosen insect production to generate local economic dynamics and have a global impact on the environment. For Innovafeed, insects can become a keystone of future food systems to address several challenges: social responsibility, environmental protection and healthy nutrition.

We want to achieve our mission in a manner that is ethical and consistent with our values: Pioneering, Positive Impact, Excellence and Caring. To do so, we collaborate with our stakeholders, including our partners. As a sustainable company, we expect our partners to uphold similar standards on environmental and social responsibility and to meet the standards of the Innovafeed Partners Code of Ethics. Our Partners Code of Ethics is based on the Guidelines for Multinational Enterprises from The Organization for Economic Co-operation and Development (OECD) and the eight fundamental conventions defined by the International Labor Organization (ILO)

Partner acknowledgement

You are kindly requested to take notice of this document. You may also demonstrate your commitment to our Partners Code of Ethics through compliance with your own code of conduct or company policies that embrace these standards for business ethics, human rights, labor conditions and environmental practices.

Innovafeed may verify your compliance with the principles of our Partners Code of Ethics by self-assessments, third-party assessments, certification or on-site audits, and take corrective action if there is a reason for concern.

References

OECD Guidelines for multinational enterprises

<http://www.oecd.org/corporate/mne/>

International Labor Standards

<https://www.ilo.org/global/standards/introduction-tointernational-labour-standards/lang--en/index.htm>

1. Business ethics

- Partner complies with all applicable local laws and regulations.
- Partner refrains from any form of corruption. All business is conducted with integrity.
- All business transactions with Innovafeed are accurately and completely recorded and guarantee legal and fiscal compliance.
- Partner reports possible violations of the Partners Code of Ethics to Innovafeed.

2. Human rights & labor conditions

- Partner does not use child, forced or compulsory labor.
- Partner does not discriminate based on nationality, race, religion, gender, age, sexual orientation, disability, etc.
- Partner respects the right of their employees to freedom of association and has an employee grievance process.
- Partner complies with relevant International Labor Organization (ILO) standards.
- Partner provides safe and healthy working conditions for all employees, contractors and visitors.
- Partner provides appropriate wages and working hours, according to applicable laws, for all employees. Partners should seek to ensure that all workers are paid a “living wage” (i.e. the minimum remuneration to support basic needs in the area of operation).
- Partner provides clear written guidelines to employees explaining the terms and conditions of their employment, and their rights and duties.
- Partner prevents and mitigates adverse social and environmental impacts on their local communities.

3. Environment

- Partner complies with all relevant environmental laws and ensures that the necessary permits are in place.
- Partner strives for continuous improvement of their environmental performance by minimizing the use of raw materials, energy and water, emission to air, water and soil and the production of waste, including food waste and landfill usage. Emission of greenhouse gases and impacts on biodiversity are minimized.
- Partners provides transparency to customers and other relevant stakeholders about the environmental and safety aspects of their products and production processes.

4. Product quality and safety

- All products and services meet the Innovafeed quality and safety criteria as required for partner compliance.

5. Intellectual property

- Partner protects all confidential information provided by Innovafeed and its respective business partners.

6. Responsible procurement

- Partner should seek to ensure that the values and requirements of the Partners Code of Ethics are respected by their own partners.