

POLICY ETHICAL CODE.

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Approved By	Board of Directors of AMC Global
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1. REVIEWS

Date	Review	Nature of the review	Pages
11/05/2023	01	Policy Development	06
19/09/2024	02	Adaptation of the Policy to the new regulatory framework	06

CORPORADOR

2. INTRODUCTION

From the Management of AMC Global, formed by the companies AMC Natural Drinks, S.L., Fruit Tech Natural, S.A., AMC Ideas, S.L and AMC Vlissingen BV (hereinafter also “AMC” or the “Group”) we have the firm commitment to promote and consolidate the existing ethical culture in the Group and to guide all the people who are part of it to have an exemplary behavior based on our values and principles.

To this end, this Code of Ethics has been approved, which includes our culture, our ethical values and the mandatory guidelines for all employees, directors and administrators of the Group, as well as all external collaborators that are part of our supply chain.

We will ensure compliance with the Code of Ethics at all times and require all employees to act on behalf and/or on behalf of any company of the Group and our external collaborators, to respect at all times the provisions of the same.

3. OUR MISSION

AMC Global: Feeding the future. Design and create innovative, natural and sustainable foods with which to help their customers grow, through innovation, technology and knowledge of the market and the consumer, with high quality products, sustainable and always giving a service excellent customer service

4. OUR VISION

AMC Global: Our vision is to be global leaders in the research, creation and marketing of innovative, competitive and excellent tasting foods, which allow us to grow together with our customers in a solid and sustainable way. For this, we have the talent of a qualified team, always ready to learn, improve and enjoy solving the challenges, with the aim of continuing to contribute to better nutrition, today and in the future.

5. OUR CONDUCT GUIDELINES

- **Ethics:** It is our duty to act at all times with integrity, honesty and respect. We must behave in an exemplary manner and encourage those around us, both colleagues and external collaborators, to do so, so that all activity of the Group and its supply chain is a reflection of these values. We are committed to justice and fair employment, striving to achieve the greatest possible efficiency and involve workers in management and decision-making for the development of their jobs and professional projection.

- **Regulatory and anti-corruption compliance:** We must know and respect the internal regulations and current legislation that apply to our activity, and act at all times in compliance with them. We have the firm commitment to establish, in the development of our activities, a culture of regulatory compliance that allows the development of honest, integral and transparent professional conduct, with "zero tolerance" and a firm condemnation of corruption, bribery or the commission of any kind of illicit act, particularly in the criminal order, without, in no case can its commission be justified on the basis of a benefit to the Group. This commitment is mandatory for all employees and any person or entity that maintains professional relations with the Group.

- **Confidentiality:** All the information and know-how of the Group that we know from our condition as employees is confidential and has a high business value. It is our duty to protect such information and refrain from disclosing it to third parties or other employees without authorization, as well as from using it for purposes other than the execution of the tasks entrusted to us by our controller. All employees will ensure that confidentiality is guaranteed in contractual relationships throughout our supply chain.

- **Privacy:** AMC is the owner of documentation and files containing personal and confidential data. The creation, possession and processing of these files is necessary for the achievement of their

activity and legitimate purposes. We are respectful of the public freedoms and fundamental rights of all those with whom we establish relationships based on our activity, and especially their right to data protection, honor and personal and family privacy. Among these people is the collective of workers of the Group. Therefore, we comply with the provisions of Regulation (EU) 2016/679 and Organic Law 3/2018 on the Protection of Personal Data, and by virtue of these rules we have defined, documented and implemented technical and organizational measures aimed at guaranteeing and protecting the aforementioned rights and freedoms, with regard to the processing of personal data.

- **Norms and industry standards:** We are committed to the implementation and monitoring of the highest standards of quality, sustainability and efficiency (both reference norms and protocols and customer standards), as well as practices for the handling, processing and production of our human food products. Among the different certifications we have obtained in this regard, we highlight BRC, IFS, Sedex, Fairtrade, organic product production, etc.

- **Safe product:** The highest objective of our management is to achieve the highest quality, proven by supplying products that meet the specific requirements of our company, customers and all relevant statutory/regulatory authorities. To achieve this goal, we establish and maintain an effective and efficient Quality Assurance program. The program is developed, documented and implemented with the Group's firm commitment. We ensure that all our employees are aware of the Group's objectives through on-going training and information programs, at all levels. We have implemented a Quality Control System according to the BRC and IFS references, as well as the Hazard Analysis and Critical Control Points, and other standards, protocols and manuals of customer practices.

- **Traceability:** To provide our customers with full traceability, it is vital for us to have an open and transparent dialogue with all our suppliers. That is why we require them to have complete traceability in their production and among others we request certificates such as nutritional information, absence of GMOs in all products and raw materials, authenticity analysis, audits, etc.

- **Environment:** The responsible use of raw materials and natural resources, as well as operations aimed at reducing activities that have a harmful effect on the environment, are the basis of our Environmental Policy. We request a similar commitment from our suppliers. For us it is of vital importance to take care of our environment and therefore we contribute to the recycling, reuse, recovery and minimization of the waste we generate.

- **Child labour:** The minimum age for employment as an employee in our Group is 18. We aim to prevent child labour by extending this policy throughout our supply chain and not incorporating any products or services from child labour into our activity. We also require all our workers and suppliers to strictly monitor this principle.

- **Forced labor and disciplinary practices:** We do not tolerate abuse of authority in any form. Everyone should be treated with dignity and respect. We do not produce or buy products made through forced labor or through practices of punishment or coercion. We ensure that our suppliers do not use involuntary labor of any kind, nor keep their employees against their will or in an environment that is not safe and healthy.

- **Working hours:** The hours of work performed by our staff must always be in accordance with the legal requirements by which we are governed. We are committed to respecting the breaks between shifts of our employees, always informing them in advance of any change in their working day.

- **Wages and gratuities:** We provide our workers with income that allows them to cover their basic needs, including health care, education and ability to save. The payment of the salaries of our employees is in accordance with the applicable legislation, paying in accordance with it the overtime, vacations and holidays enjoyed. In addition, we will only maintain relationships with suppliers who provide the salaries that comply with this philosophy.



- **Freedom of association:** Workers have the right to form and join organisations of their choice and to bargain collectively. Our suppliers must also respect the right to free association and the right to organize and bargain collectively. Punitive measures should not be imposed against workers who are members of any association or trade union, such as fines, suspension or dismissal in the exercise of these rights. Any action that suppresses freedom of association is prohibited in our Group, and may be considered an illegal act in some countries.

- **Discrimination:** We believe that the dignity, individuality and privacy of all people should be respected. We recognise and respect cultural differences, and believe that workers should be employed on the basis of their ability to carry out the work, rather than on the basis of personal data, characteristics or beliefs. Our workers are a sign of our society and therefore there is no discrimination based on age, sex, disability, sexual orientation, race, colour, religion, marital status, ethnic origin or membership of any trade union or political party. We will not tolerate any form of sexual, physical or mental harassment. These requirements are demanded of all our suppliers.

- **Hygiene and safety:** We work daily to make our work environment safe and healthy. We carry out appropriate training and monitoring to ensure that our employees and suppliers understand and comply with our health and safety policy.

- **Guiding Principles on Business and Human Rights (UNGP), Modern Slavery Act 2015 and Human Trafficking:** We are very aware of the 3 principles established by the United Nations in the Guiding Principles on Business and Human Rights (UNGP): Protect, the state must protect citizens against human rights violations committed by third parties, including enterprises; Respect, companies must respect human rights, therefore they must act in a way that does not violate the rights of third parties and repair the negative consequences of their activities; and Remedy, improve victims' access to effective remedies, both judicial and extrajudicial. We also look at the Modern Slavery Act 2015, which takes preventive measures against slavery, forced labour and human trafficking to protect victims. rollo sostenible de AMC.

6. RESPONSABILITY ABOUT THE STANDARD

The Department of People and Organization of AMC is responsible for the implementation and effective management of the Policy and other related regulations.

7. APPROVAL AND ENTRY INTO FORCE

This Standard has been approved by the Board of Directors of AMC Global and enters into force on the day of its approval. As from the entry into force, any existing previous provisions governing the same content shall be repealed.