

ASC FEED -
Supplier Code of Conduct
Quality and food safety management system

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In 2025, SICA NC developed a Code of Conduct for Suppliers.

The term Supplier in this document refers to any company, organisation or, individual engaging in business with SICA NC.

This will help SICA NC to engage with our suppliers on sustainability, compliance and integrity issues, and we will only conduct business with companies on individuals that comply with the standards set out in this Code of Conduct. If a supplier fails to comply with the Code, SICA NC may take corrective measures, including termination of the business relationship.

Legal compliance

- Suppliers shall abide by all applicable laws and regulations that govern their business activities.
- Suppliers shall comply with applicable trade sanctions and regulations. SICA NC does not accept any materials or services from persons, entities, governments or countries if doing so violates applicable sanctions.
- SICA NC has a zero-tolerance approach to corruption. Suppliers shall not be involved in any form of bribery, kickbacks or facilitation payments. Suppliers are expected to observe SICA NC's standards concerning gifts and hospitality involving employees and representatives as included in our Code of Conduct for Employees.
- SICA NC promotes and supports fair competition. Our Suppliers shall compete fairly and comply with antitrust and competition laws in the countries in which they operate. Suppliers shall not make agreements or engage in practices that are illegal, such as price-fixing, market allocation or abuse of a dominant position.
- We expect our Suppliers to immediately declare any potential conflict of interest before starting a business relationship with SICA NC and/or during the business relationship.
- Suppliers shall comply with relevant privacy and information security laws and regulations for the collection, processing, storage, transmission and deletion of personal data. Suppliers shall protect the reasonable privacy expectations of all stakeholders and ensure appropriate levels of data security.

Human rights

Suppliers shall:

- Respect laws and regulations regarding wages and working time in the country concerned.
- Not engage in child labour.

We uphold the ILO Minimum Age Convention (no. 138), which sets the general minimum age for admission to work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.

- Support equal opportunities and fight discrimination at the workplace.
- Not use prison, indentured, or bonded labour, or use corporal punishment or other forms of mental and physical coercion as a form of discipline.

According to ILO Forced Labour Convention (no. 29), forced labour is any work or service performed under the menace of penalty, and for which the said persons have not offered up themselves voluntarily. There are three common forms: Prison labour: Work performed by individuals incarcerated by either the state or military that is a requirement of their sentence and usually without compensation. Indentured labour: Work performed by an individual contractually bound to an employer for a specific time period, which is usually in return for payment of travel and living expenses. Bonded labour: An illegal practice

in which employers give high- interest loans to workers who either individually or as an entire family then labour at low wages to pay off the debt.

- Respect and support the free association of labour and employee rights to join a trade union where allowable by law.

Labour practices

Suppliers shall:

- Provide safe and healthy working conditions for its employees.
- Have a Health & Safety Policy that is freely available for all employees to access at any time, if and to the extent required under local laws.
- Continuously strive to minimise accidents and risks.
- Provide a working environment that is free from harassment and disrespectful conduct

Environment

Suppliers shall:

- Respect all relevant environmental laws and regulations.
- Ensure the efficient and sustainable use of resources and strive to minimise their negative impact on biodiversity, climate change and water scarcity.
- Manage waste responsibly and implement steps to reduce, reuse or recycle waste as much as possible.
- Engage responsibly with the communities in which they operate, manage community impact resulting from company operations and implement procedures for impact control.

Product safety

All products and services delivered to SICA NC shall be safe for their intended use.

Records

Suppliers shall keep accurate, complete and up-to-date records of their business activities with SICA NC. These records shall be retained in accordance with applicable laws.

Supply chain responsibility

Suppliers shall endeavour to ensure that the principles of this Code of Conduct including applicable supplements is communicated and fulfilled by their relevant suppliers and partners : legal compliance with relevant Labour Laws ;forced, bonded or compulsory labour, protection of children and young workers ;discrimination ; safe & healthy working environment ; freedom to associate & collective bargaining.

We, (Company)have taken note of this Supplier Code of Conduct and all the guidelines in it: We are committed to respecting the most rigorous of these, and all the general standards cited in this code of conduct.

Date :

Name and function :

Signature and Cachet :
