

Ruitenberg BasIQs BV

Code of Conduct

Code of Conduct Principles and Legal Requirements

The global expansion of the Ruitenberg Ingredients business activities into more countries and diverse cultures requires a more alert attitude and a commitment to the procurement of products and services in an ethical, legal and socially responsible manner.

Ruitenberg BasIQs has drawn up a Code of Conduct that sets the standards for our personnel to live by and to ensure our compliance with all legal requirements and ethical business practices conducted.

We demand from our staff, managers and workers adherence to the following key areas as set in this Code.

1. Legal Requirements
2. Ethical Practices
3. Child Labour
4. Health & Safety
5. Universal Human Rights
6. Environmental Protection
7. Antitrust/Competition Law

We emphasize the importance of this Code and the key principles set forth above with all our functions and with all our people that are responsible for business dealings with our business partners. We therefore require from our suppliers the same adherence to this Code. Where applicable we will use our purchasing power to influence those from whom we procure products and services.

Ruitenberg BasIQs does believe in the power of dialogue to achieve the desired goals. Therefore we will not and shall not use the weapon of boycott unless nothing else is left to fight against inhuman or globe degrading situations.

Yours sincerely,
Ruitenberg BasIQs B.V.

J. Bosch
General Manager

Date: 28 June 2018

The Code of Conduct conveys to our expectations to adhere to the highest ethical standards when conducting business. Ruitenberg Ingredients BV complies with the following business practices:

1. Legal Requirements

We comply with all applicable federal, state and local laws and regulations prevailing in the countries in which our customers conduct business.

2. Ethical Practices

We conduct our business activities with honesty and integrity, and we believe we demonstrate the highest standards of business ethics.

2.1. Confidentiality

We respect intellectual property, trade secrets, prices, conditions and specific technical or commercial information considered to be confidential. These should not be communicated to other parties.

2.2. Gifts

Our employees may not engage in business relationships that violate anti-bribery laws around the world including bribes, kickbacks or other improper or unlawful payments. We may not give or receive gifts beyond a nominal value of \$50/year as a course of normal business. No other advantages should be provided to Ruitenberg Ingredients BV employees.

2.3. Invitations

Business meals and invitations should be based on the principle of reciprocity, thus eliminating any suspicion of undue influence.

3. Labor Practices

We do not use illegal child labor, exploit children or engage in any form of involuntary servitude. We provide a workplace that is free from harassment, threats of violence, corporal or physical punishment or any form of abuse.

4. Health, Safety and Environmental Protection

We provide our workers with a healthy and safe work environment. Facilities should be maintained at least at the standards set forth in applicable codes, ordinances, regulations, and public policies in force in each country of operation.

5. Universal Human Rights

5.1. Working Hours

We comply with all applicable local laws respecting the terms and conditions of labor and provide our workers reasonable daily and weekly work schedules. This includes furnishing time off and/or compensation for overtime, as local laws may require.

5.2. Compensation

We comply with applicable laws relating to the compensation of workers. Wages and hours comply with applicable law and match the prevailing local manufacturing industry practices. We do not allow exploitation or coercion of our workers.

5.3. Equal Opportunity

We commit to equal employment opportunity, and strive to hire and promote employees based on their merits, without regard to race, color, creed, religion, national origin, ancestry, age, marital status, gender, sexual orientation, disability or military status.

6. Antitrust/Competition Law

We comply with applicable competition laws to ensure equal opportunities to compete on the merit of price competitiveness, service, and product innovation. We comply with applicable laws intended to promote fair and free competition.

We consider it our responsibility to share this Code with our organization.