

## 1. Purpose

Planasa Group (hereinafter "Planasa") is committed to uphold the highest ethical values and best practices in its business activities and expects the same from its suppliers.

Through this Code, Planasa sets out the **minimum standards** that are expected from its suppliers to drive the development of ethical and sustainable businesses, in line with its values, policies and commitments.

By entering into a business relationship with Planasa, Suppliers are expected to meet the necessary principles to monitor and mitigate negative environmental impact and **ensure responsible business models**, observing and complying with all applicable laws and regulations and doing business in a manner that respects and supports basic human rights principles when interacting with Planasa's stakeholders.

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## 2. Scope

This Supplier Code of Conduct is applicable to all suppliers that provide products or perform services on behalf of Planasa.

The provisions of this Code of Conduct serve as guidelines to a standard of ethical behaviour, values and principles Planasa expects its suppliers to adhere to when dealing with employees, suppliers and customers on behalf of Planasa.

Suppliers should ensure compliance with the provisions of this Code, and where they cannot ensure compliance, use their best efforts to adhere to it where possible.

This document should be read in conjunction with related Planasa Group policies, including:

- Code of Conduct
  - ESG Policy
  - Anti Bribery Policy
  - Whistle Blowing Policy.
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## 3. Definitions

**Planasa Group** The group of companies directly or indirectly controlled by Tigruti, ITG, S.L.U.

**Suppliers** Means all third-party suppliers, growers, business partners, consultants and contractors that provide goods or services for Planasa

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## 4. Supply Chain Commitments

### 4.1. Environmental Commitment

Suppliers of Planasa are expected to adhere to Planasa's strong environmental commitments to promote sustainable agriculture and the use of natural resources in a responsible and efficient manner, integrating environmental sustainability in their strategic activity.

In line with these commitments, Planasa expects its suppliers to:

- **Comply with all applicable environmental laws** and regulation and relevant industry codes in the countries where they operate
- **Maintain an appropriate environmental management system** to identify, monitor and mitigate their environmental impacts and risks
- **Combat climate change**, by committing to reduce their carbon emissions and develop initiatives to mitigate their impacts on the environment, focusing on reducing or optimizing (as applicable) energy, water and natural resources consumption and on minimizing waste

### 4.2. Social Commitment

Planasa is committed to creating quality employment and encouraging diversity and equal opportunities for employees while ensuring their health and safety. Also, Planasa expects its suppliers to share its commitments to human and labor rights in accordance with international and local legislation and best practices. Planasa expects its suppliers align with these commitments by:

- **Complying with applicable employment and human rights legislation** wherever they operate, ensuring no type of forced, compulsory or child labour is carried out and ensuring there is no infringement of employees' fundamental rights
- **Treating their employees and workers fairly and with respect**, ensuring proper remuneration and working conditions are granted and eliminating any form of discrimination, abuse or harassment
- **Achieving and maintaining equal opportunities and diversity and inclusion** in their workplace, and not discriminating in any way on the basis of age, gender, race, religion, sexual orientation, disability or any other classification protected by applicable law
- **Adhering to all relevant health & safety and workplace laws and regulations**, ensuring a safe, secure and healthy working environment, and adopting preventive measures to avoid workplace accidents and illnesses.

- **Ensuring that the products delivered (as applicable) meet or exceed the quality and safety standards** set forth in applicable laws and regulations as well as in Planasa's contractual requirements
- **Supporting the local communities** where they are present, generating a positive impact through job creation and boosting the social and economic progress of these communities.

### 4.3. Corporate Governance Commitment

Planasa promotes a **responsible and ethical business model** based on transparency and mutual trust with its stakeholders.

In line with these commitments, Planasa expects the same degree of ethics, business integrity, outstanding reputational status and transparency from its suppliers in order to ensure they:

- **Comply with local and international laws and regulations in force** in the countries and regions where they operate, including tax regulations, bribery and corruption prevention legislation and applicable restrictions on trade, funds flow, terrorism financing and applicable sanctions that they or Planasa are subject to as well as the applicable codes, policies and national and international standards
- **Uphold the most rigorous ethical standards and principles** in all of their business activities for or on behalf of Planasa
- **Respect and obey all applicable laws and regulations relating to anti-bribery, corruption, money laundering or fraud** in the countries where they operate
- **Prevent any actions that could result in actual or potential conflict of interest** that may affect the ability of the supplier to act in the best interest of Planasa, and to report any conflicts of interest to Planasa's whistle blowing channel at [ethicsline@planasa.com](mailto:ethicsline@planasa.com)
- Uphold **fair and transparent business standards** when dealing with Planasa, and to comply with lawful and appropriate accounting practices, ensuring up-to-date books and business records are maintained
- **Only offer or receive gifts and hospitality to/from Planasa's employees that are reasonable** and do not cause anyone to act improperly.
- Exercise utmost care and diligence in **protecting Planasa's image and reputation** in their business activities, ensuring that their employees and subcontractors act accordingly.
- **Provide any relevant information reasonably requested by Planasa** regarding their business activities, structure, financial situation and performance, which may affect the performance of their contract with Planasa in accordance with applicable laws, regulations and industry practices

- Keep **information relating to Planasa strictly confidential and secure** and not disclose such information to any third party without prior approval from Planasa.

## 5. Compliance with this Supplier Code of Conduct

Suppliers to Planasa are expected to use their best efforts to comply the provisions set out in this Code of Conduct in addition to any other already stated by contract.

Planasa may conduct **supplier assessments** to verify suppliers' adherence to the provisions of this Code of Conduct. Suppliers are expected to provide their fullest cooperation and supporting evidence as may be reasonably required.

In the event that any breach of this Code is reported by the Supplier or detected by Planasa, the supplier will take all reasonable steps to address, remedy and prevent reoccurrence of this breach and will implement the appropriate control mechanisms to guarantee the supply chain.

## 6. Whistleblower Channel

Suppliers that suspect or are aware of any actual or potential concerns, inappropriate behaviours or infringements of this Supplier Code of Conduct shall report suspected violations, including potential infringements committed by Planasa's employees or any other relevant information, to the Planasa Whistleblower Channel ([ethicsline@Planasa.com](mailto:ethicsline@Planasa.com)). All complaints will be properly investigated, and confidentiality will be maintained to the extent possible.

## 7. Supervision and control mechanisms

The ESG Committee and the head of ESG are responsible for **overseeing and monitoring the effectiveness** of this Supplier Code of Conduct. The Head of ESG is also in charge of promoting, tracking and reviewing periodically supplier performance within the Company's operations and strategy.

The **Board of Directors** is responsible for the approval of this Supplier Code of Conduct, as well as overseeing and evaluating its general application and to monitor the effective implementation of this Code.

In order to ensure that this Policy is continuously improved and adapted to potential internal and external changes, the content of the Policy will be reviewed from time to time and updated and amended accordingly.

## 8. Communication of the Supplier Code of Conduct

This Supplier Code of Conduct will be communicated to all relevant Planasa Group stakeholders. All the suppliers will have access to this Code through the Planasa Group's website [www.planasa.com](http://www.planasa.com) or through their point of contact within the organization.

## 9. Related Documents

(add link)	ESG Policy
(add link)	Code of Conduct
<a href="#">PG-C-002</a>	Anti-Bribery
<a href="#">PG-C-005</a>	Whistle Blowing

### Approval

Prepared by:	Approved by:	Date of approval:
<b>Gloria Casas</b> Head of ESG	<b>Planasa Group Board of Directors</b>	<b>November, 2022</b>