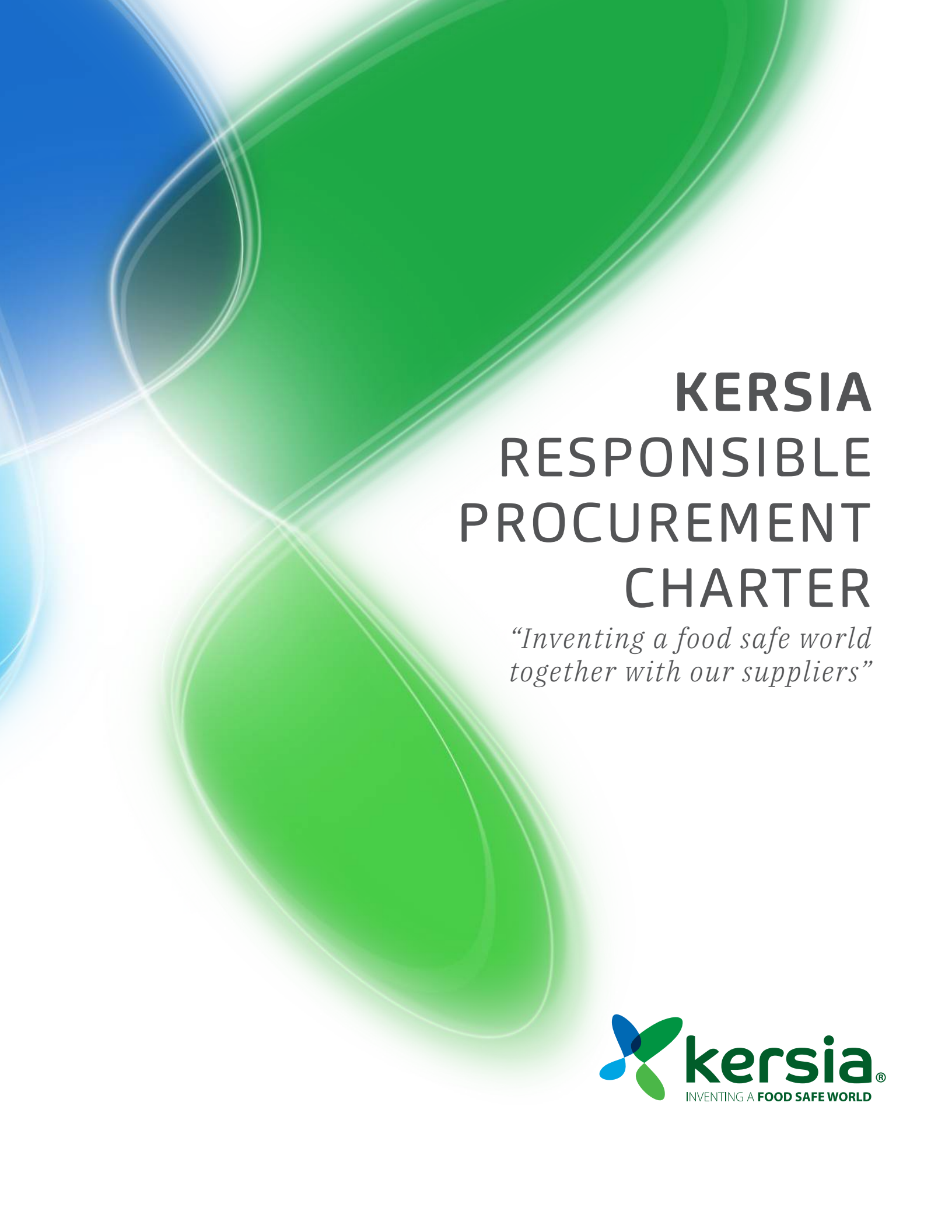




KERSIA RESPONSIBLE PROCUREMENT CHARTER

*“Inventing a food safe world
together with our suppliers”*



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PREAMBULE

As Kersia grows and expands its global footprint in food safety, biosecurity and hygiene solutions, our responsibility also increases.

A resilient, ethical and sustainable value chain is essential to support our mission of “Inventing a food safe world” and to secure long term value creation.

The Kersia Purchasing teams play a key role in this transformation. By engaging with suppliers, monitoring risks and promoting responsible practices, we contribute to embedding environmental, social, ethical and governance considerations into the way we buy and the way we collaborate. The principles set out in this **RESPONSIBLE PURCHASING CHARTER**; hereafter the “**CHARTER**”; constitute the minimum standards to which we commit and we expect our business partners commit, even if we acknowledge that this is a journey, and we are committed to progressing step by step, together with our partners.

This **RESPONSIBLE PURCHASING CHARTER** reflects our ambition to build long-term, transparent and sustainable relationships with our suppliers, while supporting innovation, resource efficiency and continuous improvement across our value chain.

Acceptance and adherence to this **CHARTER** is mandatory for all our business partners. Suppliers are expected to cascade these expectations to their own upstream value chain, ensuring that subcontractors and raw material providers uphold equivalent standards.

Kersia SC Sourcing Team

PURPOSE & SCOPE

The **CHARTER** provides a clear framework for how sustainability and ESG risks are integrated into sourcing, contracting and supplier management. It replaces the former “Supplier Charter” with a more comprehensive and operational **RESPONSIBLE PURCHASING CHARTER**, fully aligned with our current business needs and future ambitions.

The **CHARTER** applies to :

- All Kersia entities worldwide,
- All suppliers involved in Supply Chain purchases of Kersia Group (*raw materials, packaging, trade products, toll manufacturing*).



**ENVIRONMENTAL
PERFORMANCE**



**SOCIETAL
PERFORMANCE**



**ECONOMICAL
PERFORMANCE**



**RISK
MANAGEMENT**

OUR ESG FOUNDATION

Food Safety first. Our purpose in biosecurity and hygiene requires exemplary standards.

Kersia commits to ethical conduct, legal compliance, transparent communication, fair dealing, responsible innovation and to sharing feedback with suppliers. We avoid abusive clauses, protect confidential information and strive to provide reasonable forecasts on strategic commodities.

Decisions with ESG insights. CSR criteria is now part of sourcing and purchasing decisions; selection, contracting, performance reviews and delisting where needed. Price is never the sole criterion, we assess total value, risk and impact.

STANDARDS & REGULATIONS WE RELY ON

SUPPLIERS AND KERSIA ARE EXPECTED TO ALIGN WITH AND ANTICIPATE THE FOLLOWING FRAMEWORKS:

► HUMAN RIGHTS & LABOUR:

UN Guiding Principles, Universal Declaration of Human Rights, ILO fundamental conventions (no child/forced labour, non-discrimination, health & safety).

► BUSINESS INTEGRITY:

zero tolerance for corruption (France: Sapin II Anti-Corruption Law 2016-1691; UK: The UK Bribery Act 2011; USA: The Foreign Corrupt Practices Act 1977/1988), fraud, anticompetitive practices, and prevention of conflict of interest prevention. Kersia enforces high standards of business ethics and works in close collaboration with its Legal & Compliance department to prevent, detect and address any risk of corruption or and other unethical behaviors.

► ENVIRONMENT & CLIMATE:

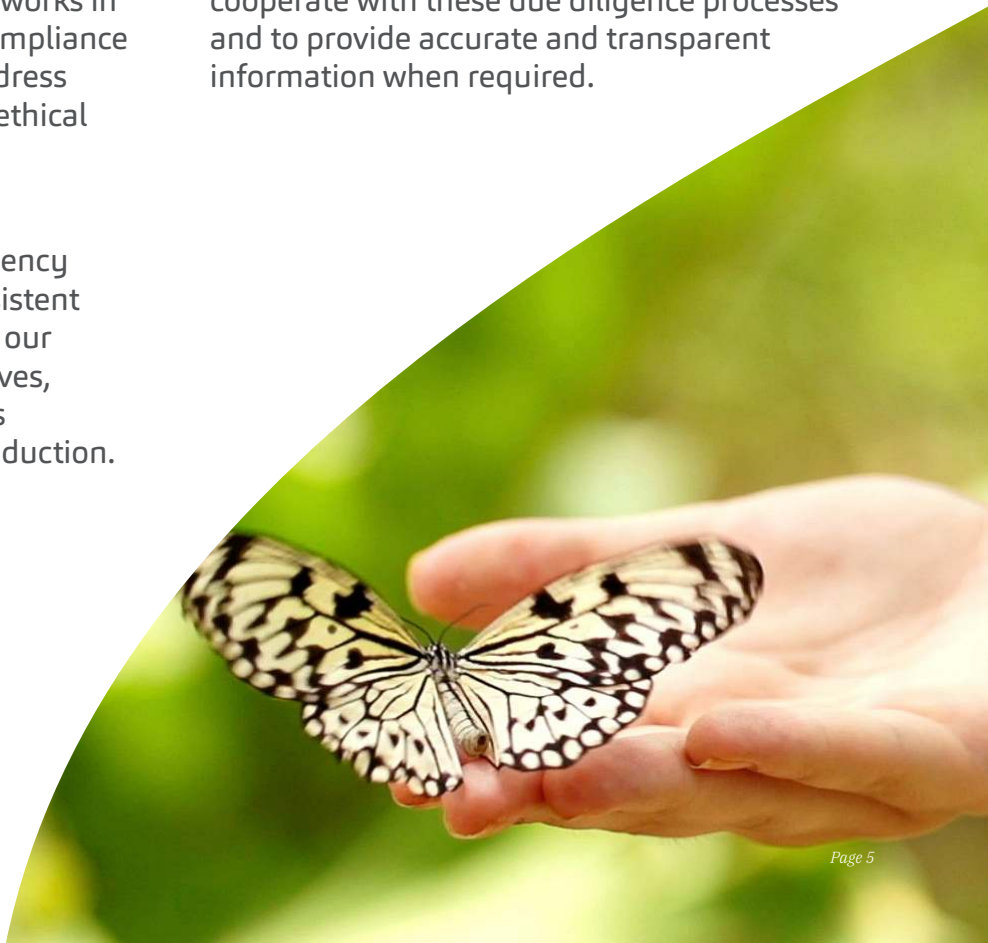
prevention of pollution, resource efficiency (energy & water), GHG reduction consistent with 1.5°C pathways and aligned with our Science Based Target Initiative objectives, biodiversity protection, safe chemicals management, circularity and waste reduction.

► DUE DILIGENCE & MARKET RULES:

chemicals and product regulations, packaging & plastics rules, and notably the EU Deforestation Regulation (EUDR) with end-to-end traceability for covered commodities/ materials where relevant.

► THE GROUP RELIES ON DEDICATED COMPLIANCE TOOLS,

including a third-party risk monitoring system, to assess and follow up on potential integrity non-compliance risks throughout the business relationship. Suppliers are expected to cooperate with these due diligence processes and to provide accurate and transparent information when required.



ETHICAL COMMITMENTS & EXPECTATIONS

At Kersia, we uphold the highest standards of human rights, workplace safety and ethical behavior in all our operations. These principles are embedded in our Code of Ethics shared with all employees worldwide and guide our daily decisions, interactions and responsibilities.

We apply to ourselves the same expectations we hold for our suppliers, ensuring full consistency, credibility and trust across our value chain.

All suppliers are therefore expected to align their practices with Kersia's Code of Ethics.

More particularly, there are expecting to the following requirements :

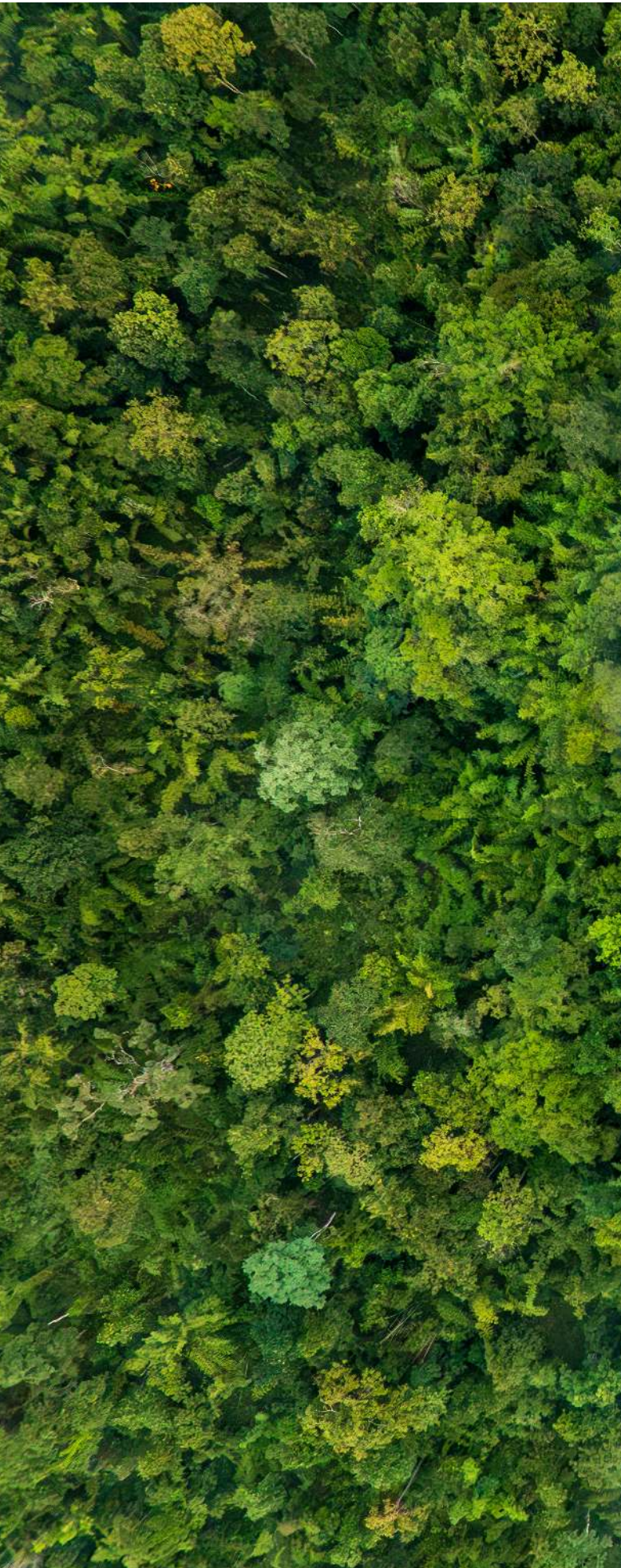
1. RESPECTING PEOPLE
2. RESPECT FOR ENVIRONMENT
3. ACTING WITH INTEGRITY
4. WHISTLEBLOWING

1

RESPECTING PEOPLE

MANDATORY REQUIREMENTS FOR ALL SUPPLIERS :

- **Absolute prohibition of child labour and forced or compulsory labour:** any form of child labour, forced, or involuntary work is strictly prohibited. Recruitment must be voluntary, without retention of documents or payment of fees.
- **Responsible recruitment and just employment practices:** Suppliers must ensure transparent hiring processes, provide written employment terms, allow workers to resign in accordance with applicable laws, provide legally compliant working hours and living wage, and limit precarious work.
- **Safe and decent working conditions, including risk prevention:** Suppliers must identify and mitigate health and safety risks, provide adequate protective equipment, and ensure emergency preparedness.
- **Non discrimination and equal opportunities:** Employment decisions must be based solely on objective and merit based criteria. Discrimination is prohibited in recruitment, career development, remuneration, and all other aspects of the employment relationship.
- **Zero tolerance for harassment or abusive conduct:** Suppliers must ensure a workplace free from any form of harassment, intimidation, or abuse—whether physical, verbal, psychological, or sexual. They must implement clear reporting channels that allow workers to raise concerns safely and without risk of retaliation.
- **Personal data protection and privacy:** Suppliers must comply with personal data protection regulations and must therefore provide adequate protection to personal data.
- **Suppliers must monitor these requirements across their own supply chain, not only within their sites.**



2 RESPECT FOR THE ENVIRONMENT

WE EXPECT SUPPLIERS TO REDUCE THEIR OVERALL ENVIRONMENTAL FOOTPRINT AND TO WORK ACTIVELY TO PROMOTE ENVIRONMENTAL MANAGEMENT AND POSITIVE CONTRIBUTIONS TO BIODIVERSITY.

Therefore, our suppliers are intended to:

- Manage environmental compliance and risks proactively, with measurable reduction plans for energy, water, and waste.
- Substitute hazardous substances where feasible and ensure safe handling and share product stewardship data upon request.
- Implement no deforestation for relevant materials and provide traceability to origin as required by EUDR or similar regulations.
- Reduce plastics use and increase recycled content where technically and regulatory feasible; offer low impact packaging solutions (recyclability, reuse, and weight reduction).
- Support climate action in line with Kersia's own commitment to the Science Based Targets initiative (SBTi) aligned with a 1.5°C trajectory. We expect our suppliers to actively engage in reducing their climate impact, by measuring their greenhouse gas emissions and implementing concrete decarbonization initiatives.

3

ACTING WITH INTEGRITY

SUPPLIERS ARE EXPECTED TO ACT WITH INTEGRITY IN ALL BUSINESS INTERACTIONS.

This includes:

- **Prevention of corruption and influence peddling:** No bribes, kickbacks, facilitation payments, or undue advantages of any kind. Suppliers must ensure decisions are made objectively and never influenced by improper benefits.
- **Responsible management of gifts and entertainment:** Gifts, meals, or invitations must remain strictly reasonable, occasional, and never aimed at influencing — or appearing to influence — a business decision.
- **Prevention and disclosure of conflicts of interest:** Any situation where personal, financial, or family interests could impair impartial judgment must be avoided and disclosed without delay.
- **Fair competition:** Suppliers must comply with all competition laws, refrain from collusion, price fixing, market sharing, or any other anti competitive practice.
- **Suppliers must ensure these integrity expectations are implemented by their own subcontractors and partners.**

4

WHISTLEBLOWING

Kersia is committed to conducting its business with honesty and integrity and expects all stakeholders to uphold high ethical standards. Any suspected wrongdoing, criminal offence, or serious harm must be reported as soon as possible. To support this, Kersia operates a confidential and secure whistleblowing system that allows any stakeholders to report concerns related to ethics.

In this context, suppliers, their representatives and employees, are invited to report any suspect behaviors of Kersia's employees or subcontractors that seem contrary to ethical values, through the following link: <http://report.whistleb.com/kersia-group-ethic>, which refers to an external whistleblowing platform dedicated to Kersia.

Suppliers ensure their employees can raise concerns safely and without retaliation.

This system is essential to detect and address issues early, protect people and the environment, and ensure a responsible and trustworthy supply chain.



ecovadis® & CONTINUOUS IMPROVEMENT

Kersia is progressively onboarding all suppliers onto EcoVadis or an equivalent recognised ESG assessment tool.

We acknowledge that multiple ESG evaluation platforms exist; while Kersia has chosen EcoVadis as its preferred solution, any equivalent, credible ESG documentation or rating will of course be accepted.

- We recognise that suppliers have different levels of maturity and different starting points. The objective is to demonstrate progress over time, not perfection.
- We also understand that smaller suppliers may not yet be assessed by EcoVadis or another platform. For this reason, Kersia has developed a tailored manual ESG questionnaire, ensuring that all suppliers, regardless of size, capabilities, or maturity, can meet our expectations and engage in continuous improvement.

UPON REQUEST, SUPPLIERS WILL :

- Complete the assessment (EcoVadis, equivalent system or Kersia's manual questionnaire and share their scorecard or responses.
- Define and implement corrective action plan where needed,
- Update Kersia on progress at agreed intervals.

Kersia will provide feedback, constructive dialogue, and guidance where relevant, to support suppliers in advancing their ESG performance.



CONTRACTUALIZATION, SELECTION AND PERFORMANCE

CONTRACTS.

Kersia integrates ESG clauses into supplier contracts (compliance, human rights, whistleblowing, audit rights, corrective actions, and potential remedies up to suspension/termination) and general terms & conditions of purchase.

SELECTION.

ESG maturity (including EcoVadis/audit outcomes) is a core selection criterion alongside quality, service, cost, risk and innovation.

REFERENCING, DELISTING.

Persistent non compliance or failure to remediate may lead to dereferencing. Remarkable ESG performance or clear continuous improvement can enable extended collaboration.

TRACEABILITY AND COUNTRY RISK

Traceability is a condition for (i) guaranteeing the highest level of quality of our products and services; and (ii) ensuring a sustainable and responsible supply chain. Therefore :

- Suppliers must ensure full traceability of materials up to the manufacturer and country of origin and provide documented evidence upon request.
- Kersia applies a risk based approach to country of origin restrictions, relying in particular on internationally recognised sources such as the World Bank's World Governance Indicators (WGI). Suppliers are expected to align with these requirements, monitor any change in their own sourcing footprint, and proactively communicate updates to Kersia (Link : WGI updates).

INNOVATION

Innovation is a key enabler of Kersia's sustainability ambition. We believe that progress comes from collaboration and we actively seek solutions that reduce environmental impact, improve safety and enhance the performance of our value chain.

We encourage suppliers to proactively bring CSR innovations :

- Circular materials (e.g., recycled plastics)
- Safer chemistries
- Water stewardship,
- Logistics efficiencies,
- And data-traceability tools.

Kersia commits to evaluate these proposals fairly and to pilot promising solutions.

ROLES AND RESPONSIBILITIES

RECIPROCITY IN PRACTICE

► KERSIA COMMITS TO:

- Integrate ESG in specifications, sourcing, provide clear expectations;
- Conduct fair tenders and make balanced decisions (total value and risk);
- Share audits' key findings and collaborate on improvements;
- Respect confidentiality, ensure timely payments according to contract;
- Train buyers on Responsible Purchasing.

► SUPPLIERS COMMIT TO:

- Comply with this Charter and cascade it upstream;
- Maintain legal compliance and anticipate evolving regulations (incl. EUDR);
- Complete CSR assessments and audits when requested;
- Inform Kersia of any major incident or non compliance and cooperate on remediation;
- Act in a manner that safeguards Kersia's integrity, reputation, and trusted relationships with customers, regulators and partners.
- Propose CSR improvements and innovations.

ACCESS TO OUR CSR COMMITMENTS AND CODE OF ETHICS

Kersia's CSR commitments, responsible purchasing principles & Code of Ethics are publicly accessible on the kersia corporate website so that all partners can easily consult our expectations and standards. These documents are available at : <https://www.kersia-group.com>

ACCEPTANCE & IMPLEMENTATION

This **CHARTER** is an integral part of our business relationship. By signing below or by continuing to do business with Kersia after notification, suppliers acknowledge and accept its principles and requirements. Kersia will support suppliers in good faith to meet these expectations.

This document is reviewed and updated on a regular basis to ensure continued relevance, accuracy and compliance with internal policies and applicable regulations.

*The most recent version supersedes all previous versions.
Updates may be made at time as needed.*



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