

SUPPLIER CODE OF CONDUCT

Planet Farms Group

Version	Date
01	December 2023

TABLE OF CONTENT

1. INTRODUCTION	3
2. PRODUCT & SERVICE COMPLIANCE	4
3. ENVIRONMENTAL PROTECTION.....	4
3.1. RESOURCE EFFICIENCY.....	4
3.2. REDUCED USE OF POLLUTING MATERIALS.....	4
3.3. GHG EMISSIONS MEASUREMENT AND CONTINUOUS IMPROVEMENT.....	4
3.4. LOW IMPACT PACKAGING	4
3.5. RESPONSIBLE WASTE MANAGEMENT	5
4. SOCIAL RESPONSIBILITY.....	5
4.1. CONTRASTING DISCRIMINATION AND PROMOTING EQUAL OPPORTUNITIES	5
4.2. CONTRASTING HARASSMENT AND MOBBING	5
4.3. HEALTH AND SAFETY PROTECTION.....	6
4.4. FORCED AND CHILD LABOR.....	6
4.5. WORKING HOURS AND REMUNERATION.....	6
4.6. FREEDOM OF ASSOCIATION	6
5. INTEGRITY OF BUSINESS PRACTICES.....	7
5.1. RELATIONSHIPS WITH COMPETITORS.....	7
5.2. ANTI-CORRUPTION	7
5.3. CONFIDENTIALITY OF INFORMATION	7
5.4. CONFLICT OF INTEREST	7
5.5. INFORMATION SHARING & COLLABORATION	7
6. IMPLEMENTATION OF THE CODE.....	8
6.1. CONTRACTUAL VALUE OF THE PLANET FARMS SUPPLIER CODE OF CONDUCT.....	8
6.2. MONITORING COMPLIANCE	8
6.3. REPORTING VIOLATIONS	8
6.4. RESOLUTION OF THE RELATIONSHIP	8

1. INTRODUCTION

The mission of the Planet Farms Group (referred to as Planet Farms Holding and its subsidiaries, hereinafter also "Planet Farms") is to transform agriculture by promoting a safe, fair, transparent, respectful, and socially and environmentally responsible supply chain, establishing lasting and virtuous trust-based relationships with its suppliers and partners.

Planet Farms' Supplier Code of Conduct defines the Group's expectations in terms of its suppliers' behaviors and compliance. It aims to ensure that suppliers share the same determination to guarantee fair and safe working conditions and operate in respect of the environment and the law, establishing relationships based on integrity, transparency, and fairness.

This Code applies to all suppliers of goods and services who have a contractual relationship with a company of the Planet Farms Group. These suppliers are required to share the contents of the Planet Farms Supplier Code of Conduct with all their collaborators, fostering the development of a more responsible supply chain by respecting not only for the law but also social and environmental balances and the highest ethical standards (of integrity, cooperation, transparency, mutual respect, confidentiality, and fairness) in a perspective of corporate social responsibility.

In particular, Planet Farms' suppliers shall commit to actively pursuing environmental sustainability by adopting policies aimed at safeguarding the Planet as our legacy for future generations. They also commit to social responsibility by respecting human rights and promoting the well-being of their workers, consumers, and local communities.

The Planet Farms Supplier Code of Conduct is inspired by the principles described within the various Organizational Models pursuant to Legislative Decree 231/2001 voluntarily adopted by the various Italian companies of the Group and their respective Codes of Ethics (published on the Group's website), as well as the current applicable national and international laws and regulations and major international standards such as the United Nations International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Sustainable Development Goals (SDGs), and the guidelines of the European Union.

2. PRODUCT & SERVICE COMPLIANCE

Any collaboration with Planet Farms is based on the premise that the products or services offered by the Supplier must always comply with national and international laws and with the standards required by Planet Farms, also according to the shared technical information. The Supplier also commits to providing accurate and comprehensive information and refraining from making misleading statements.

3. ENVIRONMENTAL PROTECTION

In addition to complying with environmental regulations, Planet Farms' Suppliers are also required to share and adhere to the following principles aimed at reducing their impact on the Planet.

3.1. RESOURCE EFFICIENCY

Planet Farms expects its Suppliers to conduct their activities with a focus on maximizing efficiency in resource utilization. This includes investing in technologies to reduce waste, implementing practices to ensure that there are no harmful chemical runoffs into the surrounding environment.

3.2. REDUCED USE OF POLLUTING MATERIALS

Planet Farms' Suppliers commit to responsibly using chemicals, respecting the ecosystem and its inhabitants.

3.3. GHG EMISSIONS MEASUREMENT AND CONTINUOUS IMPROVEMENT

Planet Farms strongly encourages its Suppliers to calculate, monitor, and reduce their polluting emissions and energy consumption.

3.4. LOW IMPACT PACKAGING

Suppliers shall work towards minimizing the environmental impact of their primary and secondary packaging. This may involve choosing more sustainable materials, engaging in eco-design activities, and raising awareness about proper packaging disposal.

3.5. RESPONSIBLE WASTE MANAGEMENT

The Supplier must responsibly manage its waste, reducing its environmental impact and promoting, where possible, the development of circular economies.

4. SOCIAL RESPONSIBILITY

4.1. CONTRASTING DISCRIMINATION AND PROMOTING EQUAL OPPORTUNITIES

The Supplier undertakes to respect the dignity and personal rights of all individuals, embracing diversity and maintaining inclusive behaviors characterized by mutual respect which are functional to uphold a serene and collaborative work environment. Conversely, the Supplier shall not accept any discriminatory conduct (based on ethnicity, religion, age, disability, gender, marital status, sexual orientation, nationality, health, personal beliefs, union membership, or political affiliation), as it can contribute to the creation of a toxic, intimidating, hostile, and isolating work environment.

The Supplier is committed to recognizing equal opportunities for workers, both during the hiring process and throughout the course of employment, always ensuring fair treatment and acknowledging career advancements based on meritocratic and objective criteria. In particular, the Supplier will not favor individuals (in terms of selection, negotiation, training, promotion, termination, or retirement) for reasons related to ethnicity, religion, age, disability, gender, marital status, sexual orientation, nationality, personal beliefs, union membership, or political affiliation.

4.2. CONTRASTING HARASSMENT AND MOBBING

The Supplier prohibits any violent, harassing, or offensive behavior and any conduct functional to exert undue pressure on its employees. For illustrative purposes only and not exhaustively, the following qualify as prohibited behaviors:

- Unduly obstructing the proper execution of others' work;
- Retaliatory behaviors;
- Providing unwanted (sexual or non-sexual) attention;
- Demanding attention (sexual or non-sexual), even leveraging one's hierarchical role;
- Addressing colleagues using offensive and degrading language;
- Denying or obstructing the exercise of rights such as, for example, enjoying paid annual leave, absences due to illness, and maternity or paternity leave, or retaliatory behaviors following the exercise of those rights;

- Any form of physical or moral violence.

4.3. HEALTH AND SAFETY PROTECTION

The Supplier undertakes to conduct its activities in compliance with current regulations on health and safety at work and to recognize the right and duty of all its employees to refrain from behaviors that are dangerous to their own and others' health and safety.

4.4. FORCED AND CHILD LABOR

The Supplier must not in any way resort to forms of forced labor and is required to respect the freedom of its individuals to improve their employment status. Therefore, any pressures of any kind aimed at restricting the freedom to terminate the employment relationship are not tolerated.

The Supplier also commits to repudiating any form of child labor exploitation and, in the case of employing minors, while respecting all legal provisions, undertakes to ensure them an environment and working conditions that protect their psycho-physical development.

4.5. WORKING HOURS AND REMUNERATION

The Supplier commits to ensuring that workers' remuneration, in addition to being in line with the provisions arising from national collective bargaining agreements, can truly meet the needs of maintenance and savings.

Working hours, both regular and overtime, must comply with legal requirements and applicable national collective labor agreements.

4.6. FREEDOM OF ASSOCIATION

The Supplier, in accordance with applicable laws, is obliged to recognize and respect the right of its employees to associate, organize, and join trade unions and negotiate collective agreements without interference, sanctions, or retaliation. In general, the Supplier is required to adopt an open and constructive attitude towards union activities.

5. INTEGRITY OF BUSINESS PRACTICES

5.1. RELATIONSHIPS WITH COMPETITORS

Planet Farms' Suppliers commit to full compliance with fair competition and antitrust regulations, particularly by refusing collaborations with commercial competitors that involve agreements aimed at restricting free competition in the market, such as through price fixing and allocation of customers and markets. Additionally, Suppliers are obligated to participate in the competitive market adhering to the highest standards of professional integrity, refraining from attempting to attract new customers through unfair competition practices that could harm their competitors.

5.2. ANTI-CORRUPTION

Suppliers shall condemn every form of corruption without exceptions. In particular, relationships established with public entities (of any nature) must always be based on principles of transparency and fairness, as well as compliance with the law. The Supplier must refrain from paying or offering any undue advantage to influence or obtain improper benefits, except for acts of courtesy of negligible value that cannot be considered by an impartial observer as intended to gain improper advantages.

5.3. CONFIDENTIALITY OF INFORMATION

The Supplier is required to respect the confidentiality of information related to Planet Farms that it becomes aware of during the collaboration.

5.4. CONFLICT OF INTEREST

Planet Farms' Suppliers are committed to avoid situations that may lead to conflicts of interest and to inform Planet Farms of the presence of any potential or actual conflict of interest arising before or during the contractual relationship.

5.5. INFORMATION SHARING & COLLABORATION

The Supplier commits to collaborating with Planet Farms by promptly, willingly, and accurately sharing the information requested regarding its ESG (Environmental, Social, Governance) performance to enable better visibility of the entire supply chain's impact and provide Planet Farms with the tools to make responsible decisions.

6. IMPLEMENTATION OF THE CODE

6.1. CONTRACTUAL VALUE OF THE PLANET FARMS SUPPLIER CODE OF CONDUCT

The Planet Farms Supplier Code of Conduct is drafted in Italian and translated into English. In the event of non-compliance, the Italian version prevails.

Knowledge and compliance with the rules outlined in this Code are part of the obligations arising from the collaboration contract between the Supplier and Planet Farms, and any violation implies a contractual breach.

6.2. MONITORING COMPLIANCE

Planet Farms Holding and its subsidiaries may verify compliance with this Code by requesting specific documentation if deemed necessary.

6.3. REPORTING VIOLATIONS

The Supplier and its collaborators are required to report any violations of this Code by sending an email to whistleblowing@planetfarms.ag or by using any of the other methods described in the Whistleblowing Policy.

6.4. RESOLUTION OF THE RELATIONSHIP

If any breaches of the principles of this Code were to occur, Planet Farms may request the Supplier to provide information about planned corrective actions within an agreed-upon timeframe and the implementation of actions that will be subject to monitoring.

In the case of serious violations or non-compliance by the Supplier with the principles listed in this Code, Planet Farms has the authority to temporarily or permanently suspend the collaboration relationship.

If the Supplier refuses to implement corrective measures, Planet Farms reserves the right to terminate the collaboration relationship or resolve the contractual agreement.