

ARDO SUPPLIER CODE OF CONDUCT

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Table of Contents

Together we take responsibility.....	2
1. Respect the law	2
2. Conduct business with integrity	2
3. Keep accurate and honest records	2
4. Honor business obligations	3
5. Treat people with dignity and respect	3
6. Protect Ardo's information, assets, and interests	3
7. Minimize environmental impact	4
8. Ensure Quality and Food Safety	4
Our goal of trusted partnership	4

Together we take responsibility

Ardo requires its Supplier Partners to underwrite the core values that should be embedded in every aspect of conducting business with Ardo Foods NV, Ardo NV or any of its subsidiaries. We believe this joint commitment to ethical conduct and integrity is a strong foundation for trusted business relationships and creates shared value for all stakeholders.

1. Respect the law

As a responsible company, we expect our global Supplier Partners to share our commitment to comply with the law.

We expect our Supplier Partners to:

- Know and follow the laws that apply to them and their business;
- Treat legal requirements as a minimum standard;
- Alert Ardo to any material issues with the goods and services they supply—especially when health and safety is concerned.

2. Conduct business with integrity

We seek business relationships based on trust, transparency, and mutual accountability.

We expect our Supplier Partners to:

- Compete fairly and ethically;
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with Ardo's business;
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate;
- Apply the same values with their own suppliers.

3. Keep accurate and honest records

We expect our Supplier Partners to maintain accurate and honest records. This helps us make responsible business decisions and disclose truthful and timely information to our stakeholders.

We expect our Supplier Partners to:

- Maintain books and records that reflect all transactions in an accurate, honest, and timely way;
- Employ appropriate quality, audit and compliance processes for matters such as product, food safety, workers health and safety, labour and employment;
- Disclose, on request, the location of facilities and the origins of materials to enable traceability.

4. Honor business obligations

We work with Supplier Partners who share our desire to build productive business relationships. This requires honest communications, mutual respect, and fulfilling commitments.

We expect our Supplier Partners to:

- Share our commitment to conducting business in an honest and transparent way;
- Honor business obligations and manage unanticipated events in a proactive, timely, and open way;
- Comply to Ardo's product specifications and quality-food safety requirements.

5. Treat people with dignity and respect

The Ardo Code of Conduct endorses the Universal Declaration of Human Rights, the International Labor Organization Conventions on prevention of Forced Labor, Discrimination and Child Labor.

We expect our Supplier Partners to stand with us in prioritizing the safety, well-being, and dignity of all individuals, whose talents and hard work are essential to the delivery of products and services.

We expect our Supplier Partners to:

- Provide safe and healthy working conditions;
- Never use or tolerate the use of human trafficking, forced labour, or child labour as defined by the International Labor Organization (ILO);
- Foster an inclusive work environment that is free of harassment and discrimination;
- Respect employees' rights to organize and bargain collectively;
- Right to audit: Supplier Partners shall allow auditing by Ardo or one of their external auditing partners (such as SEDEX-SMETA) to assess the working conditions and extent to which workers' labour rights are being upheld. Records of audits undertaken shall be shared and are available on request;
- Meet or exceed all legal requirements for compensation and working conditions.

6. Protect Ardo's information, assets, and interests

We expect our Supplier Partners to protect Ardo's reputation and entrusted information or property.

We expect our Supplier Partners to:

- Protect Ardo's confidential information, including its intellectual property, trade secrets, or financial information;
- Safeguard any property belonging to Ardo while under their control;
- Avoid any situations that may adversely affect Ardo's business interests or reputation.

7. Minimize environmental impact

We expect our Supplier Partners to help Ardo to nourish the world in a safe, responsible, and sustainable way and take responsibility to measure and minimize the environmental impact of their facilities and operations including:

- Strive to end deforestation in their value chain;
- Reduce and minimize greenhouse gas emissions. Share emissions data and targets;
- Withhold from selling emission reductions outside of their value chain for offsetting/removal purposes;
- Reduce waste generated in operations and aim for circularity wherever possible;
- Ensure there is no severe environmental pollution;
- Commit to preserve or restore biodiversity on and around the site;
- Protect water resources by minimizing use of water in operations, avoiding contamination; from operations and reducing the impact on the water resources of the surrounding communities;
- For our agricultural products suppliers we require to adopt sustainable farming methods and actively explore opportunities to transition towards Regenerative Agriculture practices;
- Work with Ardo to implement sustainable processes and correct problems to drive continuous improvement.

8. Ensure Quality and Food Safety

- All products and services delivered by the Supplier Partners must meet the quality and safety standards required by applicable law. When conducting business with or on behalf of Ardo the Supplier must comply with the Ardo quality requirements;
- Minimize pesticide residues in food products supplied to Ardo;
- Maintain strict standards to promote product and food safety.

9. Compliance with the Supplier Code of Conduct across the entire supply chain

We expect our Supplier Partners to assure that it addresses the requirements of this Supplier Code of conduct appropriately along the supply chain and enforces them against its own contractual partners through suitable contractual provisions. The Supplier Partner shall take active and targeted measures to rule out violations in the production, processing and packaging of the products to be supplied. In the event of suspicious circumstances indicating non-compliance with these requirements in the supply chain, the Supplier Partner has an obligation to investigate and to report to Ardo without undue delay.

Our goal of trusted partnership

It is our goal to build trust-based relationships with selected Supplier Partners who follow these guiding principles. We expect our Supplier Partners to cooperate with our reasonable requests for information, certifications, and/or audit access. We are entitled to carry out audits and inspections at Supplier to verify compliance with our Supplier Code of Conduct.



We preserve nature's gifts

When there is a concern, our practice is to work together to help identify possible improvements. Ardo reserves the right to verify the Supplier Partner's compliance with this Code. In case Ardo becomes aware of any actions or conditions not in compliance with the Code, Ardo reserves the right to demand corrective measures. Ardo reserves the right to terminate an agreement with any supplier who does not comply with the Code. By working closely with our Supplier Partners, we believe we can achieve mutual success while helping communities and the wider world thrive.

If you see or suspect any conduct or business practices that you think could violate our Supplier Code of Conduct, please contact Ardo directly through your contact person or through our whistleblowing channels as detailed in the Whistleblowing Policy.