

CODE OF CONDUCT

for Ethical Business Practices
Bonduelle

EDITION 2018





DECLARATION OF MANAGEMENT REGARDING THE PRINCIPLES OF ETHICAL CONDUCT IN BUSINESS

Aiming to be the world reference in “well-living” through plant-based products, is to invest in protecting the environment and to defend the social and ethical commitments by being consistent with the objectives of the leading family shareholders and the seven values of the Bonduelle Group.

Having been a signatory since 2003 for the United Nations Global Compact, Bonduelle agrees to respect and promotes the 10 fundamental principles related to Human Rights, working standards, the environment and anti-corruption.

Bonduelle Group’s commitment to business ethics is solidified by its determination to comply with laws and regulations, by defining strong values, by an unequivocal commitment in combating corruption and also by making tools available so that each collaborator has the means to defend and uphold ethics in business as well as to act with conviction in a responsible manner.

By extending the Bonduelle Group Ethics Charter, and within the framework of regulatory and legal changes, it has been decided to put in place a Code of Conduct for Ethical Business Practices which is a decision-making tool allowing collaborators to act day by day in a way that respects the defined principles.

Finally, in 2010 the Group adopted a Stock Exchange code of conduct for the stakeholders and especially the Group’s collaborators. The Ethics Charter, the Code of Conduct for Ethical Business Practices and the Stock Exchange code of conduct may be consulted on the website www.bonduelle.com.

Every year, the Group updates the risk maps regarding corruption, influence peddling, protecting the environment, human rights, fundamental freedoms, health and security. In order to guarantee the effectiveness of the measures and compliance with objectives, an alert procedure has been put in place. It may be implemented by any stakeholder who feels that the current resolution processes cannot be implemented or are ineffective. All of the measures are regularly evaluated by the Ethics Committee and provided to governing bodies.

We ask you to carefully read the Code of Conduct for Ethical Business Practices, to carry out the responsible practices established in it and to pursue it in your everyday activities.



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1 SCOPE OF APPLICATION AND GENERAL PRINCIPLES APPLICABLE TO MANAGERS AND COLLABORATORS

1.1. INDIVIDUALS ADDRESSED IN THE CODE

The Code of Conduct (hereinafter the “Code”) applies in its entirety to all Employees who carry out their work in one of the companies where the shares are directly or indirectly majority controlled by Bonduelle as well as the Group’s stakeholders.

So that the Code is easier to read, temporary employees, interns, apprentices, external service providers that carry out work in one or several companies of the Bonduelle Group are identified herein by the term “collaborators”.

All rules, principles, and guidelines of this Code are intended to be consistent with and comply with these and all federal, state, and local laws and regulations and shall be subordinate to all governmental regulations.

This Code is distributed by the Managers of establishments and business units and/or countries.

All collaborators, no matter the country they are in, must personally respect the rules, principles and guidelines of this Code. All collaborators must adopt ethical behavior in the framework of their activities within the Group and not do anything that is contrary to the rules defined in this Code.

However, because this document cannot cover every situation that may occur, it does not preclude exercising their own judgment and good sense. For any question arising from the application of the Code, all collaborators may contact their superior or the Human Resources Manager of the Company where they work or any other manager of their choice. They may also contact the Ethics Committee.

All individuals are asked to regularly consult the Code of Conduct, which is subject to regular review and, if applicable the modifications thereof, for continuous improvement.

When facing a choice of ethical or business conduct, you are encouraged to ask the advice of your superior, another manager or someone from Human Resources Management.

Furthermore, an internal alert procedure is available to collaborators so that you may express your concerns via an alert system.

1.2. NON-COMPLIANCE WITH THE CODE - PENALTIES

Bonduelle does not tolerate divergence from the Code of Conduct.

Any employee who does not comply with the principles of this Code is personally liable and may be faced with disciplinary penalties under the conditions established by Internal Regulations based on the particular case of the individual in question. The provisions of internal regulations regarding the nature and the scale of penalties are not applicable to temporary employees and interns and to external service providers of the Bonduelle Group.

Any third party of the Group, acting on behalf of Bonduelle, who is not complying with the guidelines of this Code, depending on the case, is contractually liable and opens themselves to the relationship immediately ending, at their fault exclusively, and pursuant to the contractual commitments that link them to the Group's entities or barring any precision, without advanced warning or indemnity and/or, at the least, in the event the relations are continued, to measures being implemented to remedy the situation.

Additionally, based on the nature of the violation of the ethical rules, the collaborator or third party at fault may be subject to legal, civil or penal action in France and/or abroad, specifically in the event of corruption or insider trading.

1.3. NOTIFICATION OF VIOLATIONS OF THE CODE OF PROPER CONDUCT

Violations of the Code should be indicated to your superior, the manager or the Human Resource Manager.

Furthermore, an internal alert system has been made available to collaborators to indicate the existence of conducts or situations that run counter to this Code, relating to corruption or influence peddling, as well as any serious violation of the law, any crime or any offence in complete confidentiality by contacting the corresponding dedicated address. It is specified that the use of this system is not required. It is also supportive. In fact, the purpose of it is not to be substituted for the traditional internal communication paths, which means you notifying your superior, potentially another manager or an individual in the Human Resources Department, whose responsibility is managing these alerts. Anyone not responding to an alert made known to them constitutes misconduct, which will be penalized.

Bonduelle commits to applying and ensuring that the legal provisions are applied regarding protecting whistleblowers who signal or reveal in a selfless and good-faith manner any breach of this Code of which they personally may be aware.

Bonduelle does not accept anyone hindering indicating or taking reprisal, discriminatory or disciplinary measures against a good-faith collaborator who has used these reporting procedures. Conversely, any individual knowingly making false reports may be open to penalties, including legal ones.

Finally, in the event there is no response, it is possible to consult the ethics committee at the following email address: **ethic_committee@bonduelle.com**.

2 FUNDAMENTAL RULES

2.1. THE FIGHT AGAINST CORRUPTION AND INFLUENCE PEDDLING

In line with its commitment to the Global Compact, and International Conventions, Bonduelle is committed to fighting corruption and influence peddling and to put in place an anticorruption program in all countries in which it is located or where it has relationships.

Resorting to corruption will never be a practice used by Bonduelle in its business, in its relationship with its public or private partners or in its relationship with end consumers.

2.1.1. CORRUPTION

Corruption is an individual soliciting or agreeing to, outside of the law, at any time, directly or indirectly, any offers, promises, gifts, presents or advantages, for themselves or another, to accomplish or have accomplished, to delay or prohibit accomplishing an action, directly or indirectly within the framework of their position, mission or term or facilitated by their position, mission or term.

Corruption involves both the corrupter (active corruption) and the corrupted (passive corruption).

Corruption covers:

- public corruption, which is when a corrupted individual or one who may be corrupted retains, in France, abroad or in the framework of an international organization, the quality of a public agent, or is an agent of public authority (magistrate carrying out judicial roles in France, abroad or internationally, military, public officials, public or ministerial officers, mayors, prefects, notaries) or who is vested with elective public powers) and;
- private corruption, when a corrupted individual or one who may be corrupted does not retain the quality of a public agent, for example the head of a private-sector business or a person employed there.

2.1.2. INFLUENCE PEDDLING

Bonduelle also prohibits influence peddling (active or passive) which is abusing or having abused its real or supposed influence in order to obtain distinctions, positions, markets or any other favorable decision from a public authority agent, in charge of a public service mission or vested with elective public powers in France or in a foreign country or within a public international organization.

While the infraction of corruption involves a decision maker, who profits from an action by their position or facilitated by their position, influence peddling supposes that the person profits based on their capacity, their real or supposed influence of a third party, so that the latter makes a particular decision.

Influence peddling involves three actors:

- the “beneficiary” of the advantage illegally obtained;
- the “intermediary” who profits from and abuses their real or supposed influence over the individual making the decision;
- the “target”, the public authority agent, in charge of a mission of public service or vested with elective public powers in France or in a foreign country or within a public international organization, who holds decision-making power and whose credibility is not questioned.

Corruption or influence peddling may involve exposing the person in question, whether these actions are committed in France or abroad, to heavy criminal penalties. They may also expose Bonduelle to significant administrative and criminal penalties as well as risking its image and reputation.

2.1.3. PRINCIPLES AND RULES

Collaborators must not carry out any act of corruption or influence peddling (active or passive) and must not use intermediaries, such as agents, consultants, counselors, distributors or any other commercial partner in the goal of committing such acts.

Collaborators who are in contact with third parties are most often exposed, specifically those who have a relationship with public third parties (administrations, etc.) but not only those; they may be private individuals such as managers or collaborators of clients, suppliers or partners.

The objectives established by Bonduelle must never be seen as an invitation to step outside of the rules, specifically to obtain a market, a contract or a premium.

Collaborators must also be vigilant regarding their intermediaries so that these latter do not interpret the potential pressure applied to them by a collaborator as an invitation to commit corruption to obtain something for Bonduelle (for example, such as to obtain customs clearance, authorization from a public administration, a public or private certificate, etc.), and especially in at-risk countries.

They must also adapt their behavior when they are in contact with any person in charge of oversight or an audit at Bonduelle (whether this person is public or private). For requests for authorizations and approval, and insofar as possible, it is best to avoid individual meetings and prioritize requests in writing.

Therefore, collaborators are prohibited:

- from giving or receiving bribes and carrying out or receiving illegal payments;
- from offering money, gifts, invitations or any other advantage to an agent, in France, abroad or in the framework of an international organization who has the capacity of public agent, agent of public authority or elected official;
- from giving into the requests or demands, in France or abroad, from a public authority or anyone vested with a public service mission, to receive undue amounts, specifically by guaranteeing, facilitating or accelerating obtaining authorizations or administrative papers that Bonduelle has the right to (e.g., requests for permits, customs clearance).
- from offering, in the framework of business relationships or sponsorship activity, to a public or private person, or receiving, in similar circumstances, any form of advantage regarded as disproportionate or contrary to the law and local usage;
- from calling on an intermediary whose good reputation has not been proven, and/or for which remuneration does not correspond to an identifiable service or will not be correctly accounted for.

If a person is in an at-risk situation, they must ask:

- Are laws and regulations being complied with?
- Is this in compliance with the Code and the interest of the company?
- Is this lacking any personal interests?
- Would I be comfortable if my decision is made known?

In case of doubt, it is best to speak with a superior or another manager.

Furthermore, in the event of a proposal from a third party which is or seems to be an action of corruption or influence peddling, insofar as possible, it is best:

- To remind the individual of the existence of this Code;
- To ask them to write out their contact information and their request;
- To approach their superior or a manager so that the situation may be assessed and, if necessary, measures may be taken regarding this third party.

Furthermore, the collaborators will implement this Code as well as Bonduelle's policies and procedures that seek to prevent the risk of corruption and influence peddling

They will take into account, in a proportionate manner, the risk of corruption and influence peddling in their various habitual or non-habitual activities (purchasing, selling, procedures, lobbying, etc.) and projects.

All collaborators are asked to actively participate in the continuous improvement of these measures by informing their superiors of the existence of risks or situations that have not been subject to preventive measures.

Finally, the collaborators who are the most exposed to risk, who have been offered risk-prevention training are asked to follow up and share this within their teams.

The collaborators in question that have relationships with the key partners of Bonduelle, whether they are clients and suppliers, service providers, subcontractors, or intermediaries will apply the contractual policy of the group and oversee that the Bonduelle Group Ethics Charter and the principles of the Global Compact are adhered with, will respect the principles of proper business conduct and will actively work so that their employees respect them, specifically in terms of preventing corruption. Bonduelle expects that its stakeholders will carry out activities to manage their risks regarding corruption and influence peddling. Bonduelle demands its suppliers accept being audited on these issues.

2.2. FACILITATION PAYMENTS

2.2.1. DEFINITION

Facilitation payments are official payments (as opposed to legitimate and official rights and taxes) that are paid to facilitate or accelerate carrying out procedures or certain legitimate administrative formalities such as customs clearances.

2.2.2. PRINCIPLES AND RULES

Bonduelle does not accept facilitation payments except in the event of compelling reasons that put the health and security of the collaborator in question in danger.

2.3. GIFTS AND INVITATIONS

2.3.1. WHAT DO WE MEAN BY GIFTS AND INVITATIONS?

A gift is an advantage in kind (as opposed to money or the equivalent (gift certificates) or loans) given by someone as a sign of appreciation or friendship, without expecting anything in return.

2.3.2. PRINCIPLES AND RULES

The improvement of commercial procedures does not exclude the exchange of gifts and invitations (outside of any prohibited practice regarding public agents, those holding public authority or an elected office in France or abroad).

Any collaborator in question must inform their superior upon receiving or offering a gift or invitation.

The gift:

- must not exceed a symbolic value
- must be in compliance with local business usages and applicable legislation,
- must not harm the image or reputation of the Group due to their immoral nature and/or excessive value,
- and give rise to any moral or financial obligation for the beneficiary. They may, for example, be acts of typical courtesy or hospitality (including refreshments, meals, lodging) but in no way may they be acts of acquiescence or favoritism.

Furthermore, gifts and invitations should:

- remain infrequent,
- must not always be given to the same beneficiary or beneficiaries
- and never be in cash, or equivalents (vouchers, etc.).

All collaborators are required to not accept or solicit any gift, favor or invitation or any advantage for themselves or anyone else, coming from individuals or organizations with which the collaborator has or has had business relationships, that may influence (or appear to influence) the impartiality with which they carry out their roles or represent (or appear to represent) a reward for their activities.

Any collaborator concerned with invitations and gifts, whether they are the beneficiary or the giver, must indicate their offer of the gift or invitation or the receipt of the gift or invitation to the authority of its service in compliance with the applicable procedure.

2.4. PATRONAGE AND SPONSORSHIP

By patronage and sponsorship, the Bonduelle Group may bring its financial or material support to a works, or a social, cultural or sporting activity in order to communicate and promote its values.

Patronage and sponsorship actions may freely be implemented by business units in the framework of their activities, when they are not contrary to the laws and regulations in force, when they are compatible with the Group's communication policy, and when they do not harm its image or its reputation.

In any case, Staff Members and the Group's entities must ensure that the donations or financings are carried out without seeking other objectives than highlighting its support for the above-mentioned works or actions.

2.5. CONFLICTS OF INTEREST

All individuals must avoid situations where their personal interests may be put in conflict with those of Bonduelle and which may harm the group. Objectivity should guide each individual in their relationships with the various partners of the group. Such relationships must not be initiated or influenced by personal elements; it is everyone's responsibility to ensure that this objective is upheld in relationships that last.

Staff members must indicate to their superior, or potentially another manager or an individual in human resources, of any actual or potential conflict of interest in order to allow the Group to prevent or resolve it.

Managers must ensure this from their Staff.

2.6. REPRESENTING INTEREST (OR LOBBYING)

2.6.1. DEFINITION

Representing interests (or lobbying) is influencing a public decision, specifically regarding a law or regulatory act by carrying out communication with a public individual (individual having the capacity of a public agent, or who is an agent of public authority or who is vested with elective public powers).

2.6.2. RULES AND PRINCIPLES

Actions carried out so that the Group's activities are known must be done transparently regarding the interests represented, and honestly and respectfully.

Any person who is lobbying must avoid:

- providing public individuals with information that is deliberately incomplete or inexact that may lead to an error;
- carrying out any action to obtain information or documents by fraudulent or dishonest methods.

2.7. OBSERVING THE ACCOUNTING OVERSIGHT PROCEDURES

The Group must ensure that its accounting services, internal and/or external auditors as well as all bodies in charge of oversight and monitoring compliance with procedures regarding creating and managing accounting and financial information are attentive, in their oversight of concealment of corruption in the books, registers and accounts.

Individuals who work in accounting oversight and monitoring (audits, certifying the accounts), must be particularly vigilant.

2.8. ANTICOMPETITIVE PRACTICES

The Bonduelle Group commits to respecting the rules regarding the right to competition and implements, for the employees that have access to the strategic information of individuals, a training program on competition. The collaborators in question must take part in the program and its updates. Managers must regularly remind their entities and teams of these principles.

Collaborators are specifically prohibited from participating in agreements that fix prices, quota agreements for productions or sales, agreements for dividing up territories or clients and generally any practice that has the result of hindering fair competition, specifically those that seek to squeeze a competitor out of the market or restrict new competitors' access to markets by illicit means.

2.9. DISCRIMINATION

The Bonduelle Group is committed to diversity among its collaborators. In all countries, it commits to zero discrimination, direct or indirect, in regard to relationships and working conditions based on, among others, age, race, marital status, disability, nationality, sexual orientation, ethnic or social origin, religion, or gender. This antidiscrimination policy applies not only during the hiring process but persists for the entire professional life.

All collaborators must ensure that their actions are not of a nature that infringes on the rights and dignity of their colleagues, that affects their physical or mental health or that compromises their professional future.

All collaborators must ensure fairness, ensure that there is a good relationship with their colleagues and avoid any discrimination and sexist remarks.

2.10. CONFIDENTIALITY

2.10.1. PRINCIPLES

Collaborators respecting confidentiality guarantees Bonduelle's integrity and ensures that a relationship of trust is maintained with its various stakeholders.

Thus, it is essential that each collaborator ensures that all Bonduelle's information and know-how remain strictly confidential and that all individuals at their own levels take the proper measures to ensure the confidentiality of information belonging to the company (disclosure, reproduction, and keeping it).

Furthermore, no information obtained by collaborators from the Bonduelle Group may be used directly or indirectly for the purpose of personal investments.

Likewise, collaborators must protect the confidential information of our partners.

2.10.2. DEFINITION

Confidential information is the nonpublic information of Bonduelle and their stakeholders. It may be:

- technical information (industrial know-how, technical procedures, etc.)
- commercial information (commercial policies and marketing, etc.)
- privileged economic and financial information (non-public revenue, remunerations, sales forecasts, etc.)
- strategic and organizational information (acquisitions, R&D, innovations, flowcharts, etc.).
- personal information (any information regarding a physical person (for example, a collaborator, a partner, a consumer) identified or identifiable, directly or indirectly)

2.10.3. OBLIGATIONS

No matter the source of confidential information, Staff Members must comply with the following principles:

- it is prohibited from disclosing or making accessible to a third party information that is confidential;
- in terms of partners' data, to keep confidential information strictly confidential and to treat it with, at the very least, the same degree of protection that it would grant to Bonduelle's confidential information;
- to implement the necessary measures to guarantee the physical security and integrity of the confidential information, and;
- if information contains personal data, to comply with the applicable procedures in that regard.

However, this confidential obligation is not an obstacle for a whistleblower under the law to divulge it, by an indicating procedure, in compliance with the law, when this disclosure is necessary and proportional to safeguarding the interests in question and that complies with the applicable procedure of the alert procedure that Bonduelle makes available to collaborators.

2.11. INSIDER TRADING

Bonduelle is traded on the Euronext market. For this reason, it has adapted a trading market code of ethics available on the Bonduelle website.

In the framework of their activities, certain collaborators may have access to privileged information. Privileged information is confidential information (precise and that has not been made public) and which, if it were made public, would have a significant influence on Bonduelle's shares in the market or on other financial instruments related to them (e.g., revenue, dividend amount, company acquisition, etc.).

Any collaborator having privileged information, in that this information exists and has not been made public, is prohibited:

- From providing this information (except in the framework of normal work);
- From carrying out, having carried out or recommending it be carried out, transactions regarding Bonduelle's shares or other financial instruments.

Any collaborator who does not comply with these rules exposes themselves to criminal action before the criminal court or administrative action before the Sanctions Commission of the AMF [the French Financial Markets Authority]. In the event of this action, the collaborator may be exposed to very heavy financial penalties and potentially imprisonment.

3 OTHER RISK-PREVENTION OBLIGATIONS

3.1. OBLIGATIONS FOR ASSESSING THIRD PARTIES

3.1.1. ASSESSING THE INTEGRITY OF EXTERNAL STAKEHOLDERS

Whether it be clients, suppliers, service providers, agents, intermediaries or customers, the integrity of Bonduelle's stakeholders must be subject to particular attention paid by Bonduelle's collaborators before entering into the relationship and also while the relationship is underway.

Depending on the importance level and risk level of the stakeholder, the collaborator in question should put applicable policies and procedures in place in order to ensure this integrity.

3.1.2. PREVENTION MEASURES AND PRECAUTIONS TO TAKE WITH INTERMEDIARIE

Specific measures must be applied when selecting and collaborating with intermediaries in order to verify their integrity.

3.1.2.1. AT THE BEGINNING OF THE RELATIONSHIP UNTIL A CONTRACT IS ENTERED INTO

At the beginning of the relationship or, at the latest, before carrying out business with an intermediary, it is best to verify the reputation and history of the intermediaries in terms of integrity (e.g., searching websites, the press, etc.).

Putting in place contractual measures may be a means of limiting risks. In the event of persistent doubt, no contract should be entered into.

If the contract is entered into:

- It must be in writing and contain the remuneration details,
- And it must include:
 - a clause indicating that the intermediary implements measures to promote an ethical business policy and to fight corruption and influence peddling,
 - an audit clause.

3.1.2.2. WHILE THE RELATIONSHIP IS UNDERWAY

While the relationship is underway, follow-up must be carried out in terms of:

- the activity of the intermediary on behalf of Bonduelle,
- their reputation,
- payments and the corresponding documentation.

Cash payments must be exceptional and only for small amounts.

3.1.3. ASSESSMENT OF THE VIGILANCE OF THE STAKEHOLDERS

Bonduelle has put in place a vigilance plan for its entire organization, which seeks to identify and prevent risks associated with human rights violations, violations of fundamental freedoms, violations of the rights of health and security of individuals, as well as environmental damages, including in the framework of its relationships with subcontractors, suppliers, and service providers.

Depending on the importance level and risk level of the stakeholder, the collaborator should put in place procedures for assessing the situation regarding subcontractors, suppliers, intermediaries and service providers:

- with which it maintains established commercial relationships in order to ensure that these individuals promote equivalent principles as our ethics charter and the UN Global Compact
- and do what is necessary to identify and prevent risks associated with human rights violations, violations of fundamental freedoms, violations of the rights of health and security of individuals, as well as environmental damages within their organizations.

3.2. OBLIGATION TO ATTEND PROPOSED TRAINING SESSIONS

The directors, administrators, supervisory board members and employees of the Bonduelle Group entities must be aware of the requirements of this Code.

The directors, administrators, supervisory board members and employees of the Bonduelle Group entities for whom training is proposed regarding the applicability of this code must attend it and share the principles of it with their entities and their teams.

4 FOLLOW-UP AND CONTINUAL IMPROVEMENT

It is the responsibility of every collaborator to implement this Code. Supervisors must verify compliance with these practices.

Furthermore, every collaborator taking a responsible approach must indicate, in all transparency, to its supervisor or via the alert procedure put in place, any situation that has not been taken into account.

The Ethics Committee may also be contacted in the event of shortcomings with the alert management procedure. In this event, the Ethics Committee may be contacted at the following address: **ethic_committee@bonduelle.com**.

This Code will be updated if necessary in terms of changes to the risk map and new practices.

A periodic internal oversight Audit will be carried out in the framework of the audit program for the application of procedures under the Code.

The Ethics Committee will be informed of the progress.

The effectiveness of the Code is evaluated and a regular assessment of the follow-ups to alerts will be carried out by managing bodies.