

Supplier Code of Conduct

1. Introduction:

Unifrutti Group (Unifrutti) is one of the leading global players in the production, research & development, marketing and distribution of high-quality fresh fruit. With approximately 750,000 tons sold and over 16,000 hectares of land, Unifrutti is present worldwide through owned locations in LATAM, South Africa, Europe and APAC.

The Suppliers' Code of Conduct (Suppliers' Code) sets out the minimum ethical expectations and requirements which our Suppliers must meet with respect to the performance of work and / delivery of their services to any Unifrutti company. We require that our Suppliers comply with these principles and ensure that their employees, representatives, officers, agents and subcontractors do the same. Compliance with this Code is in addition to, not in lieu of, any obligations set forth in any agreements between a Supplier and any Unifrutti company. Additionally, compliance with this Code (including any amendments thereto) is each Supplier's individual responsibility and each Supplier must regularly communicate this Code and its requirements to its officers, employees, representatives and subcontractors. Failure to adhere to these principles will affect future business decisions in relation to Supplier suitability for Unifrutti.

Unifrutti also expects all external counterparties and suppliers to Comply with the Group's Code of Conduct as published on the Unifrutti website.

2. Scope:

This Code applies to all of Unifrutti's Suppliers, their affiliates and related parties, as well as to all goods and/or services which Unifrutti may purchase or obtain. We strongly encourage and request our Suppliers to promote and apply the requirements of this Code within their own supply chain.

3. What we require from our Suppliers:

All Unifrutti Suppliers must abide to the principles of the Suppliers' Code and ensure that their sub-contractors will do the same. Suppliers are strongly encouraged and required to collaborate with Unifrutti to identify further opportunities to improve responsible business practices in the areas of health and safety, human rights, ethic and environmental stewardship along the supply chain.

3.1 Compliance with regulations

3.1.1 Anti-bribery, corruption and anti-fraud

- a. We have a zero-tolerance approach to any form of malfeasance. Suppliers must comply with all applicable anti-bribery, corruption and fraud laws, regulations and standards, and ensure that all business dealings for and on behalf of Unifrutti are conducted in an ethical way.
- b. Suppliers must not, either directly or indirectly:
 - Offer, promise, give, or agree to give, offer, or solicit a bribe, gift, donation, loan or any other improper payment or advantage to anyone, or ever ask for or receive a bribe, or any advantage whether in cash or in kind,

- Make, or agree to make, any facilitation payments (including loans, gifts, donations or any other form of payments or advantages, whether in cash or in kind),
- Make, or agree to make, any inappropriate payments, whether in cash or in kind, to public officials (and should disclose to us any close connections with the same whenever requested), and / or any third party (including, but not limited to, private company employees), in particular to influence or expedite official processes, or to obtain, initiate, or retain business or any other improper advantage in relation to the production, promotion or procurement of goods, services provided, or any work performed for any Unifrutti company in the countries where such goods and / or services are provided.
- c. We also expect Suppliers to have and maintain adequate policies to manage bribery, corruption and fraud related risks effectively in their business.

3.1.2 Sanctions

- a. When dealing with third parties, Suppliers must ensure that they comply fully with all applicable Sanctions, laws and regulations.
- b. Suppliers must not conduct business, or engage in any transaction, commercial or otherwise, with any Sanctioned Targets or any Sanctioned Areas in breach of applicable Sanctions, laws and regulations. Suppliers must not act in a way that puts Unifrutti, or any Unifrutti company or employees in breach of Sanctions.
- c. Neither Supplier, nor any of its subsidiaries, affiliates or parent company or has been, suspected to be a Sanctioned Target. Supplier understands that Unifrutti will not enter into a business relationship with a Supplier if it is or has ever been a suspected Sanctioned Target or associated in any way with any sanctioned activity or illegal activity.

3.1.3 Competition

Suppliers must comply fully with all applicable anti-trust laws where they operate or sell goods and / or services. For instance, Suppliers must not discuss or share commercially sensitive information, pricing policy (including fixing pricing), profits, market share, production levels, customers or sales territories with a competitor, particularly in relation to work performed, or any service, good or material provided for any of Unifrutti company.

3.2 Business integrity and ethics

3.2.1 Gifts and entertainment

- a. We understand that modest, reasonable and appropriate gifts, hospitality and entertainment are often a legitimate part of doing business. We require that Suppliers only offer or accept gifts, hospitality or entertainment that are reasonable (both in cost and in scope), lawful (in compliance with applicable laws and regulations) and directly related to a justifiable business purpose. Such gifts, hospitality or entertainment should not influence the business relationship between the parties, and any associated business-related decisions or processes. It is important that Suppliers refer to any agreements concluded between them and / or principals set out by, any Unifrutti company, which may contain specific restrictions and / or regulations regarding the provision of gifts and entertainment.
- b. Suppliers must not offer, give, seek or receive, any:
 - Gifts, hospitality or entertainment to any public officials in breach of applicable laws
 - Gifts that are cash or cash equivalents (such as vouchers or gift cards).

- Gifts, hospitality or entertainment during an open procurement process including anyone involved in or impacting that process.

3.2.2 Conflicts of interest

We expect Suppliers to exercise reasonable care and diligence in order to prevent situations that could result in a conflict of interest, the appearance of a conflict or compromise objective decision making. Suppliers must inform Unifrutti of any such conflict, for example, if there is a personal connection between employees or representatives of the Supplier and individuals at Unifrutti.

3.2.3 Data privacy and information confidentiality

Maintaining data privacy and information confidentiality are key priorities when working with Unifrutti. To ensure that Unifrutti maintains compliance with applicable privacy and confidentiality regulations, Suppliers shall safeguard and not disclose private or confidential information without being authorized to do so in writing by Unifrutti Legal and, upon receiving such authorization, only make proper and authorized use of such information. In addition, Supplier's must ensure that they properly apply GDPR principles or other relevant data laws outside of the EU, both during and after the contract relationship.

3.3 Labor and social standards

Suppliers will comply with all applicable legal requirements, as well as with any existing industry standards, agreements and guidelines regarding social standards, labor law, working conditions and health and safety at work.

3.3.1 Fair labor practices

- a. Suppliers must comply with all applicable laws and internationally accepted standards laws in relation to fair labor practices. This includes compliance with the legal age for admission to employment and applicable laws for working hours per day and days worked in a week.
- b. Suppliers shall not use or accept forced or involuntary labor of any kind. This includes any form of indentured servitude.
- c. Suppliers must treat all employees with respect and dignity. Suppliers must not engage in any physical or verbal abuse of employees, including sexual harassment and sexual abuse or another form of harassment. Any threats or other forms of intimidation by or on behalf of a Supplier shall be prohibited.

3.3.2 No discrimination

Unifrutti values, honors and respects differences and diversity in its employees, customers and suppliers. Suppliers shall ensure a workplace free of harassment and deliberate discrimination, particularly based on race, nationality, skin color, language, religion, gender, marital status, age, disability, pregnancy or on any other basis prohibited by applicable laws and regulations.

3.3.3 Health and safety

Suppliers shall provide a safe working environment that poses no risk to health and comply with all applicable occupational health and safety laws and regulations.

3.4 Environment

3.4.1 Materials, energy consumption and emissions

- a. Suppliers shall comply with all applicable environmental laws and regulations and be committed to implement various environmentally sound, economically viable and socially acceptable management policies and practices aimed to preserve, protect and efficiently use our natural resources. To this extent, Suppliers will use raw materials and natural resources in a responsible manner and make every effort to reduce the consumption of energy, water and fuel, in order to decrease any associated emissions and environmental footprint, and to use environmentally friendly products and means of transport. Obtaining certain third party certifications in these various areas may be considered as a requirement for doing business with Unifrutti.
- b. Unifrutti also expects its Suppliers to acquire their raw materials, only using legitimate sources and markets and to follow all applicable supply chain laws, regulations and standards. Suppliers are expected to follow an adequate due diligence process to ensure that their supply chain and trade partners are in compliance with these requirements too.

3.4.2 ESG Compliance and Strategy

As required as part of Unifrutti's ESG compliance and reporting requirement Suppliers are expected to:

- Provide requested ESG data and information, in an accurate, complete, and timely manner;
- Measure and report their Greenhouse Gas Emissions in accordance with the Greenhouse Gas Protocol and set net zero targets;
- Be engaged and support the conduct of ESG risk assessments and environmental or social due diligence.

4. Documentation and Monitoring:

Upon request, we require our Suppliers to:

- Provide Unifrutti or its representatives with copies of all relevant information, cooperate and use reasonable endeavors to ensure that their sub contractors do the same, and;
- Demonstrate which efforts are being done in order to meet the requirements of this Code. Unifrutti will take a risk based approach in assessing Suppliers' compliance with the requirements of this Suppliers' Code. Unifrutti will work with its Suppliers in addressing any identified gaps. Unifrutti reserves the right to disengage from Suppliers that do not meet the requirements of this Code or who cannot provide or commit to an improvement plan.

5. Non-compliance

Unifrutti takes any violations of Supplier Code very seriously. We reserve the right to terminate our business relationship in line with signed Supplier agreements and with any Supplier in circumstances where:

- Such non-compliance has or may have a material adverse impact on Unifrutti's business or reputation.
- A Supplier has repeatedly breached Unifrutti's Supplier Code and has failed to take appropriate steps to rectify such breach and ensure compliance.
- A Supplier has undertaken illegal activity or has failed to comply with applicable laws.
- An agent, representative, employee, officer or sub-contractor of a Supplier has committed a breach of this Supplier Code and the Supplier has not taken steps to remove such third party.

In case where you believe that a contravention of this code has been committed by a Unifrutti employee or another stakeholder, you may raise such matter in confidence using the following Whistle Blower Channels:

Ethix360 website: <https://unifrutti.ethix360ae.com/#landing>

Ethix360 toll-free lines: Chile +56 44 205 6637 / South Africa 080 099 0289 / The Philippines +63 919 170 0363

Acknowledgement

The Supplier agrees that providing goods and / or services to, or performing any work for, Unifrutti constitutes an acknowledgment by the Supplier that it understands the requirements set forth in this Code, is in compliance with all requirements of this Code and will continue to comply with such requirements for as long as its relationship with Unifrutti lasts.

Unifrutti is entitled to review this Suppliers' Code and the implementation program, with respect to its suitability and effectiveness. As the representative of the Supplier here stated, I hereby acknowledge I have read and understood the contents of this Code.