
IdB Holding



IdB Group

Supplier Code of Conduct

31.10.2025

V. 1.0

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1. INTRODUCTION

The IdB Group (hereinafter referred to also only as "Group") deals with the identification, development and production of vegetal active principles and ingredients, mainly of plant origin, for pharmaceutical, food, cosmetic and veterinary industries.

IdB Group consists of IdB Holding S.p.A. and its subsidiaries which are: Indena S.p.A. present in Italy, Brazil, China, France, India, Japan, USA, Bennett S.r.l. and Scharper S.p.A. present in Italy.

The Group believes strongly that the creation of value for the business and, most of all, for all the stakeholders and communities involved, could be obtained only by giving in its activity priority to:

- respect of laws and local and community regulations in force;
- pursue of honesty in all business relationships;
- continuous professional development for employees and collaborators;
- sustainability, both in supply chain and in production sites.

This Supplier Code of Conduct is embedded in the Procurement Function framework, where the Group is committed to a responsible supply process, reasonable towards the involved stakeholders and sustainable in terms of environmental and social impact.

Through a continual improvement approach, the Group aims to:

- Manage and mitigate to the best of its ability the risks in the supply chain, as regards the financial, environmental, social and compliance profile.
- Improve the social and environmental performances in the production chains.
- Establish long-term relationships with Suppliers.
- Develop a competitive advantage.

The Group is inspired in its journey through sustainability by international conventions on human rights, labor standards, the Convention on Biological Diversity and the 17 United Nations Sustainable Development Goals.

Among the UN SDGs, the Group has identified 12 goals which can be above all impacted by its activities and decisions:

SDG 3. Good Health and Well-Being;

SDG 10. Reduced Inequalities;

SDG 4. Quality Education;

SDG 11. Sustainable Cities and Communities;

SDG 5. Gender Equality;

SDG 12. Responsible Consumption and Production;

SDG 6. Clean water and Sanitation;

SDG 13. Climate Action;

SDG 7. Affordable and Clean Energy;

SDG 15. Life on Land;

SDG 8. Decent Work and Economic Growth;

SDG 16. Peace, Justice, and Strong Institutions.

Joining forces with Suppliers and other relevant stakeholders, the Group wish to maximize the positive impacts and actively contribute to reach the set targets.

This document is complimentary to the Code of Ethics, a foundation for trust and an important functional tool in the corporate governance; therefore, does not amend and/or override it and/or any provisions and/or any agreements, arrangements and contracts with the Supplier.

The Supplier Code of Conduct should be interpreted not only as a contractual obligation, but also as guidelines to support the further integration of sustainability into the supply chains. This is an opportunity for the generation of long-term value and competitive advantage.

IdB Holding, Milan, 31.10.2025



Ettore Milano
Purchasing Director

Indena SpA
Purchasing Director
(Ettore Milano)

2. APPLICATION

This Code of Conduct creates a joint framework which establishes the expectations that IdB Group has with regard to Suppliers in the sustainable and competitive management of supply chains.

It applies to all Suppliers of products or services and agents (hereinafter referred to also only as "Supplier") and requires as a minimum prerequisite to comply with national and international laws applicable in the countries in which Suppliers operate and all international treaties and regulations related to their business.

Where applicable legislation or regulation and this Code address the same topics with different standards, Suppliers shall comply with the applicable laws, while seeking ways to honor the Code requirement. The aim of this Code is indeed to encourage Suppliers to go beyond legal compliance.

Recognizing that each organization can be at different level of maturity, a continuous improvement is expected to increase performance over time. Possibly applying a Plan-Do-Check-Act (PDCA) concept, Suppliers are encouraged to take proactive measures, reasonably tailored to the size and associated risks from their operations, to avoid and mitigate negative environmental and social impacts, promoting as well positive actions to support a sustainable development.

Shared values concerning work standards, health and safety, environmental impact and business ethics are the basis for a collaboration aimed to a mutual growth and co-evolution towards a more responsible business model.

Suppliers, by signing this Code, undertake to comply with its contents and commit to share the same values with their suppliers, subcontractors and subsidiaries.

Suppliers employees are instructed in the requirements of this Code of Conduct through appropriate training.

Continuous monitoring of their activities, their suppliers, subcontractors, subsidiaries and, more in general, of the supply chains is expected from Suppliers, in order to promptly identify and eliminate or minimize any negative impact may occur.

3. ENVIRONMENTAL RESPONSIBILITY

SDGs 6, 7, 11, 12, 13, 15

The Supplier is committed to operate responsibly and efficiently to minimize adverse impacts on the environment and to ensure that its suppliers do the same.

Particular care is expected in the conservation of biodiversity and natural resources, the reduction of greenhouse gas (GHG) emissions as well as the prevention and mitigation of any form of pollution, the optimization of water usage and the promotion of circular economy practices.

Regular assessment of the real and potential impacts on environment derived from Supplier's own business practices, including purchasing and other supply chain practices, is expected, as well as implementation of adequate measures to reduce the environmental footprint and remedial measures in the event of negative impacts.

Upon request of the buyer company, Supplier shall support the Group providing transparent data in relation to the environmental impacts of its activity and helping to collect those related to upstream activities.

3.1 Environmental Protection and pollution

- Supplier, and its supply chain as well, shall comply with all the applicable national and international environmental regulations and standards and has in place an effective environmental and, preferably, certified management system (in example according to ISO 14001).
- Supplier, and its supply chain as well, shall prevent, reduce and mitigate any form of pollution (air, water, soil and groundwater, etc.) and environmental accidents.
- Supplier is committed to minimise its environmental impacts developing and implementing improvement plans and key performance indicators to monitor performances over time.

3.2 Biodiversity and Protection of Natural Resources

- The Supplier or trader of vegetal raw materials and natural derivatives, and its supply chain as well, must comply with all applicable laws and regulations related to the use and trade of natural ingredients, including and not limited to CITES permits, collection permit for wild species, Access and Benefit Sharing regulations (ABS), banned agrochemicals.
- No cultivation and wild collection may take place in protected areas, unless allowed by a relevant authority through the release of special permit. Full traceability of the vegetal raw material shall be ensured, field or collection records are kept and made available upon request.
- Supplier, and its supply chain as well, shall identify, track, monitor and, upon request, also share with the Group any relevant information related to the impacts on biodiversity deriving from the business activities. Concrete measures shall be promoted to maintain and enhance the biodiversity level and decrease the risk of loss.
- Supplier, and its supply chain as well, shall actively contribute to the protection of natural ecosystems, biodiversity and ecosystem services. Supplier may establish and implement an integrated strategy for the administration of land, water and ecosystems that promotes conservation and sustainable use in a

socially equitable way.

- Supplier, and its supply chain as well, shall contribute to prevent the overexploitation of natural resources and promote the restoration of ecosystems. Measures to preserve any endemic, threatened or endangered species or habitat that may be adversely affected by the Supplier's activity or its supply chain shall be in place.
- The Supplier or trader of cultivated vegetal raw materials and natural derivatives, and its supply chain as well, shall take appropriate measures to preserve soil quality and minimize the impacts on soil, as far as possible. Good farming and biodiversity friendly agricultural practices shall be applied and promoted along all the supply chain.
- Supplier, and its supply chain as well, shall identify, track, monitor and, upon request, also share with the Group their use of natural resources in order to analyse its impacts and the possible actions to implement to reduce the use and consumption.
- If Supplier is expanding existing operations in sites with critical biodiversity, appropriate steps are taken to ensure that biodiversity is preserved and improved.

3.3 No Deforestation

- Supplier, and its supply chain as well, in order to ensure that the products subject to Regulation (EU) 2023/1115 are free from deforestation and produced in compliance with the legislation of the country of production, is engaged to avoid or prevent any contribution to deforestation, degradation and/or conversion of forests in the countries and areas where operate, as well as in the implementation of its own production chain. Appropriate steps are taken to ensure the actions do not have any negative impact on forests, peatlands and other protected territories.
- It must be ensured that the cultivation or wild collection of vegetal raw materials or related activities since 1 January 2014 do not lead to the transformation or deforestation of intact ecosystems. Full traceability of the vegetal raw material shall be ensured, field or collection records are kept and made available upon request.

3.4 Reduction of GHG Emissions

- The Supplier, and its supply chain as well, commit to becoming aware of, measuring and reporting its GHG emissions according to internationally recognised standards (GHG Protocol, ISO 14064, ISO 14067, etc.).
- Supplier shall improve energy efficiency and increase the use of energy from renewable sources, defining greenhouse gas reduction objectives.

3.5 Water Preservation

- Supplier, and its supply chain as well, shall preserve and responsibly manage the water resources, seeking to reduce their consumption and returning water with an adequate level of quality to the

ecosystem concerned. Particular attention shall be paid by those Suppliers located in areas subject to water stress or with a high environmental and biodiversity value.

- The Supplier, and its supply chain as well, commit to becoming aware of, measuring and reporting its water consumption possibly according to internationally recognised standards.
- Solutions aimed at the reuse of wastewater, also recurring to dedicated treatments, shall be adopted.

3.6 Waste Management and Circular Economy

- In line with the circular economy model, Supplier is encouraged to develop processes and products/services to optimise the use of resources, including the natural ones, with the aim to progressively replace the non-renewable resources with renewable or recycled ones, to reduce the production of waste and maximise the amount sent to recovery operations.
- Supplier, and its supply chain as well, shall responsibly manage the waste produced adopting a waste management system, with particular care for hazardous waste.

3.7 Hazardous Materials Management

- Supplier, and its supply chain as well, shall address the potential environmental, health and safety issues of hazardous chemical substances and mixtures; ensure that they are handled, used, transported, stored, recycled and disposed of safely, according to applicable international standards and regulations.
- Supplier is committed to train employees and material suppliers on the health, safety and environmental aspects of hazardous materials. Only trained personnel are allowed to use these materials.
- Regarding agrochemicals, Supplier, and its supply chain as well, shall not use those considered harmful to the environment and/or to people. A reduced use of agrochemicals and fertilizers is performed and promoted, also at supply chain level. The use of agrochemicals is recorded and field records are made available upon request.

4. HUMAN RIGHTS AND LABOUR

SDGs 3, 4, 5, 8, 10

Supplier is committed to operate responsibly and efficiently, respecting the human rights, ensuring dignity and respect in treatment towards any internal or external stakeholder, applying the principles “*do no harm*” and “*leave no one behind*”, and to ensure that its suppliers do the same.

Along with the respect of human rights, the Supplier shall particularly ensure to provide a healthy and safe work environment.

Regular assessment of the real and potential impacts on human rights derived from Supplier's own business practices, including purchasing and other supply chain practices, is expected, as well as implementation of adequate measures to ensure safe and fair working conditions and remedial measures in the event of abuse or negative impacts.

Upon request of the buyer company, Supplier shall support the Group providing transparent data in relation to the human rights impacts of its activity and helping to collect those related to upstream activities.

4.1 Human Rights

- Supplier, and its supply chain as well, shall comply with all nationally, regionally, internationally recognised minimum standards and/or locally established regulations concerning the respect of Human Rights.
- Considering the operational context and the related activities, Supplier, and its supply chain as well, shall respect the cultural, religious, economic and social rights of local communities, minorities, indigenous populations and other vulnerable groups.

4.2 Non-Discrimination and Fair Treatment

- Supplier, and its supply chain as well, shall provide an inclusive and equal work environment, preventing any kind of discrimination for reasons such as race, caste, color, age, pregnancy, gender, sexual orientation, ethnicity, disability, religion, geographical origin, social background, marital status, political affiliation, union membership, or any other condition that may give rise to discrimination.
- Supplier, and its supply chain as well, shall ensure a work environment free of harassment, harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers, and no threat of any such treatment.
- All stages of working life shall be determined exclusively based on the criterion of skills, experience and professional potential and the results achieved. Equal pay and opportunities must be guaranteed based on equal merit.

4.3 Valuing Diversity

- Supplier shall promote a work environment that values the diversity, talent and contribution of each

individual.

4.4 Forced Labor and Modern Slavery

- Supplier, and its supply chain as well, shall prohibit all forms of forced or compulsory labour, illegal labour, modern slavery, human trafficking, and bonded labour.
- Supplier, and its supply chain as well, shall ensure that employees start the employment relationship on a voluntary basis. The right to withdraw from the relationship with a reasonable period of notice shall be guaranteed.
- Supplier's and sub-suppliers' employees are not being required to pay hiring fees or related expenses.
- Supplier, and its supply chain as well, shall not withhold, seize, destroy, deny access to the passports and identity documents of its employees, neither take actions that may restrict the movement of employees.

4.5 Child Labor and Young Employees

- Supplier, and its supply chain as well, shall recognize the human rights of children (right to education, right to play and right to basic needs).
- Supplier, and its supply chain as well, do not employ and shall prevent child labour. In general, for countries whose economy and educational facilities are insufficiently developed, the minimum age is 14 years (ILO 138, art. 2-4). In more developed countries this minimum is specific for each nation, but in any case, it cannot be less than 15 years and less than the age of completion of compulsory schooling (ILO 138, art.2-3).
- The younger employees should have fair amount of work and guaranteed supervision. In case of work or employment which may, for its own nature or for the circumstances, represent a risk to the health, safety or morals of young person (country specific), the minimum age is 18 years (ILO 138, art. 3-1).

4.6 Employment Contracts, Wages and Benefits

- Supplier, and its supply chain as well, shall provide all employees (including temporary workers, trainees and interns) with written employment contracts that clearly specify all terms and conditions of employment, including wages and benefits. Written contracts and pay slip for each pay period are provided in a format and language well understood by employees.
- Supplier, and its supply chain as well, shall provide salaries and related benefits that comply at least with the minimum standards established by national, international, regional and/or local laws and with agreed employment contracts. In any case, wages must be at least equal to the country's minimum salaries for an equivalent job in the relevant industrial sector. The Supplier is encouraged to consider and undertake a progression from the minimum wage to a living wage, in order to meet the basic needs of workers and ensure a decent standard of living for them and their families.
- Supplier, and its supply chain as well, shall communicate with the worker the basis on which they are

- being compensated in a timely manner.
- Where possible, the stipulation of long-term contracts shall be encouraged, as well as the continue training programs to the employees for career development.

4.7 Working Hours, Overtime and Leave of Absence

- Supplier, and its supply chain as well, shall ensure that overtime work is voluntary and used responsibly, considering all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment.
- Supplier, and its supply chain as well, shall communicate with the worker whether overtime is required and the wages to be paid for such overtime. Remuneration is adequate in accordance with national, international, regional and/or local laws and regulations.
- Overtime does not exceed the weekly or monthly limits defined by national, international, regional and/or local laws and regulations or by the ILO. Compulsory overtime hours are governed by local laws and/or collective labour agreements and must not exceed the permitted weekly or monthly limits.
- Workers shall be provided with at least one day off in every seven-day period or, where allowed by national law, two days off in every 14-day period.
- Supplier, and its supply chain as well, shall ensure the right to sick or parental leave, holidays and any other paid or unpaid leave defined by national, international, regional and/or local laws and regulations.

4.8 Freedom of Association and Right to Collective Bargaining

- Supplier, and its supply chain as well, shall promote an open communication and direct engagement with workers to resolve workplace and compensation issues. Workers shall be able to communicate openly without fear of retaliation.
- Supplier, and its supply chain as well, shall ensure respect for workers' rights and trade union freedoms, such as freedom of association and the right to collective bargaining, including the right of workers to choose their representatives and to represent workers and to meet adequately in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, Supplier shall facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

4.9 Health and Safety

- Supplier, and its supply chain as well, shall ensure the health, safety and well-being of all workers, complying at minimum to international, regional and national standards, local regulations.
- Workers shall be provided with a safe and healthy working environment that, at a minimum, includes: drinking water, lighting, temperature, ventilation, adequate toilets and, where appropriate, also safe

and hygienic company accommodation.

- Supplier, and its supply chain as well, shall carry out adequate risk assessments to prevent and manage the health and safety risks, and, based on the results, adopt preventive and protective measures, complying with prescribed safety and health standards. The risk assessment shall be reviewed at appropriate intervals, with the aim of a continuous improvement.
- Supplier, and its supply chain as well, shall develop, implement and properly test emergency plans aimed at preventing accidents and avoiding harm to people.
- Supplier, and its supply chain as well, shall grant adequate and appropriate training in occupational safety and health, as well as comprehensible instructions and any necessary guidance or supervision, to all the employees, without discrimination apart from the pertinence of these measures with the employee tasks. The training should be done including information on the hazards and risks associated with the specific tasks of each employee and the actions to be taken for protection, prevention and in case of an accident. It is necessary to take into account the level of education of the employees and language differences. Temporary and seasonal employees should receive the same training in occupational safety and health given to permanent employees.
- Qualified healthcare personnel and/or adequate medical care facilities must be present on-site to provide employees treatment for minor illness or injury.
- Supplier, and its supply chain as well, shall assign responsibility for health and safety to a senior management representative.
- A continuous improvement in the field of occupational health and safety is expected.

5. GOVERNANCE

SDG 16

Supplier is committed to act responsibly and with fairness, honesty and transparency in all business activities and in relations with its business partners, public officials or other third parties (both private and public). Supplier is also committed to ensure that its suppliers do the same. Full compliance with national, international, regional and/or local laws and regulations is considered a minimum prerequisite.

Supplier, and its supply chain as well, also shall adopt practices that reflect and comply with the principles outlined in the Group's Code of Ethics. In specific, these lie in the areas of: business ethics, integrity, impartiality, fair competition, corruption and bribery, fairness in the market and antitrust, conflicts of interest, data and privacy protection, intellectual property. The latest version of the Code of Ethics is available on our website at

<https://www.indena.com/about-us/social-responsibility/>

Upon request of the buyer company, Supplier shall support the Group providing transparent data in relation to its governance and compliance system and helping to collect those related to its suppliers.

5.1 Governance, Compliance and Appropriate Records

- Supplier, and its supply chain as well, shall adopt an adequate governance and compliance system, which includes policies, procedures, management practices, risk assessment and internal controls, with the aim of guaranteeing transparency and accountability, complying with all applicable laws and regulations and preventing any form of fraud or other illegal or improper activity.
- Records of business activities and related administrative activities, in particular accounting procedures, are kept ensuring traceability, compliance with legislations and generally recognised commercial practices.
- The Supplier, and its supply chain as well, shall adopt whistleblowing and/or grievance mechanisms that allow complaints from internal and external stakeholders and shall take appropriate actions to remediation. Measures shall be in place to ensure that whistleblowers are protected from any form of retaliation.

5.2 Anti-corruption

- Supplier, and its supply chain as well, operates on the market with integrity and abstains from bribes or any other kind of improper payment for the realization of its own commercial activities.
- With the aim of preventing and detecting potential incidents, the Supplier, and its supply chain as well, implements an appropriate governance framework.
- A culture of awareness and workplace training in anti-corruption matters is actively encouraged and promoted.

6. MONITORING AND COMPLIANCE

IdB Group does not engage in business relationships with Suppliers who do not accept the terms of this Code. The Group reserves the right to verify the compliance to the Code and may immediately terminate the commercial agreement in the event of any serious non-compliant actions or conditions.

Aiming to full transparency and cooperation, the Supplier is responsible to inform and keep updated the Group about any real or potential significant impact, positive or negative, deriving from its own business activity or from its supply chain.

The monitoring of compliance to the Supplier Code should be allowed by Supplier and its suppliers.

This may include: self-declaration exercises, online assessments, risk and impact assessments, data collection, audits, as well as providing with certifications, accreditations and/or documents demonstrating alignment with the Supplier Code.

Verifications can be done by the Group or designated third parties.

In cases where the Group becomes aware of actions, infractions or conditions not in compliance with this Code, of which the Supplier has not informed the Group in advance, the Group reserves the right to demand corrective measures, reasonably tailored to the size and associated risks from Supplier's operations.

In case full compliance to the present Code of Conduct is limited due to external factors, like local circumstances or difficulties independent from the Supplier behaviour and activity, where possible, the Group may cooperate in order to support the remediation of negative aspects or the improvement of Supplier practices. The Supplier will be expected to agree with the Group on a reasonable corrective action plan developed in a collaborative way, with precise deadline for the implementation.

Evident lack of commitment and corrective actions implementation, or repeated failure in compliance to the Code may compromise the continuation of the business relationship.

This Supplier Code will be updated and reviewed by the Procurement Function on a regular basis, to reflect the learnings coming from continuous improvement. The latest version of the Supplier Code is available on our website at www.indena.com

Supplier Company _____

Signed by _____

Position _____

Date _____

Signature _____

7. REFERENCES

- Convention on Biological Diversity (CBD).
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).
- Ethical Biotrade Standard of the Union for Ethical Biotrade (UEBT) (version of July 2020).
- Ethical Trading Initiative - The ETI Base Code.
- International Labour Organization (ILO): Abolition of Forced Labour Convention (No. 105).
- International Labour Organization (ILO): Declaration on Fundamental Principles and Rights at Work.
- International Labour Organization (ILO): Discrimination (Employment and Occupation) Convention (No. 111).
- International Labour Organization (ILO): Equal Remuneration Convention (No. 100).
- International Labour Organization (ILO): Forced Labour Convention (No. 29).
- International Labour Organization (ILO): Freedom of Association and Protection of the Right to Organise Convention (No. 87).
- International Labour Organization (ILO): ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.
- International Labour Organization (ILO): Minimum Age Convention (No. 138).
- International Labour Organization (ILO): Protocol of 2002 to the Occupational Safety and Health Convention (No. 155).
- International Labour Organization (ILO): Right to Organise and Collective Bargaining Convention (No. 98).
- International Labour Organization (ILO): Worst Forms of Child Labour Convention (No. 182).
- ISO 14001 - Environmental management systems
- ISO 20400 - Sustainable Procurement.
- ISO 26000 - Guidance on Social Responsibility.
- ISO/UNDP PAS 53002 - Guidelines for Contributing to the United Nations Sustainable Development Goals (SDGs).
- IWA 48:2024 – Framework for Implementing Environmental, Social and Governance (ESG) principles.
- Montreal Protocol on Substances that Deplete the Ozone Layer.
- Nagoya Protocol on Access to Genetic Resources for their Utilisation and Fair and Equitable Sharing of Resulting Benefits.
- Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade.
- Social Accountability International (SAI) - SA8000 Standard.
- Stockholm Convention on Persistent Organic Pollutants.
- United Nations (UN) Conference on Environment and Development: Rio Declaration on Environment and Development.
- United Nations Global Compact (UNGC) Ten Principles.
- United Nations (UN): International Covenant on Civil and Political Rights.
- United Nations (UN): International Covenant on Economic, Social and Cultural Rights.
- United Nations (UN), Sustainable Development Goals.
- United Nations (UN), Transforming our world: the 2030 Agenda for Sustainable Development.
- United Nations (UN): Universal Declaration of Human Rights.
- WHO Recommended Classification of Pesticides by Hazard and Guidelines for Classification.