



**These are our
principles**

Contents

These are our principles.....03

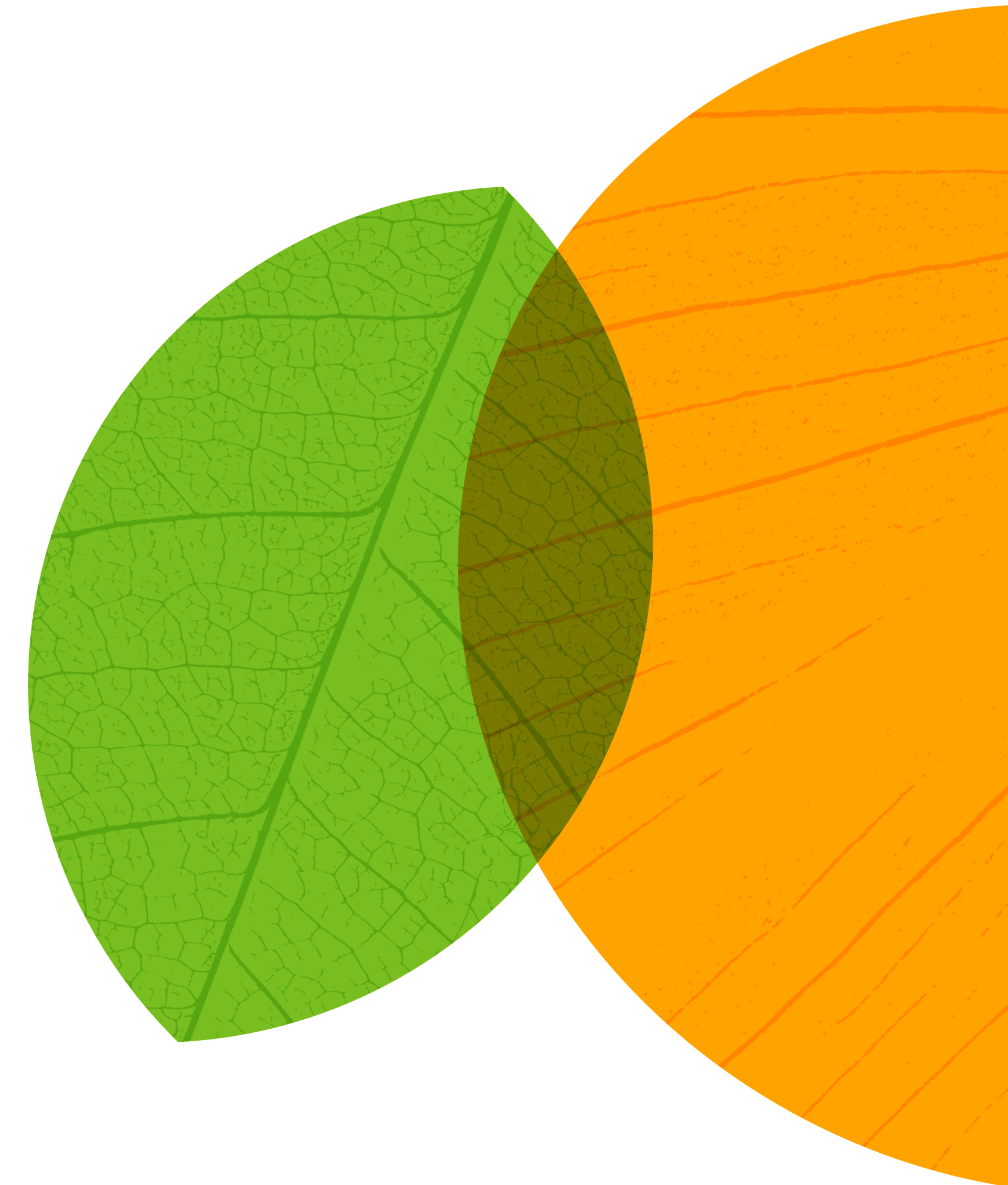
We work together.....05

We are sustainable.....06

We are respectful.....07

We are attentive.....08

Further information.....09



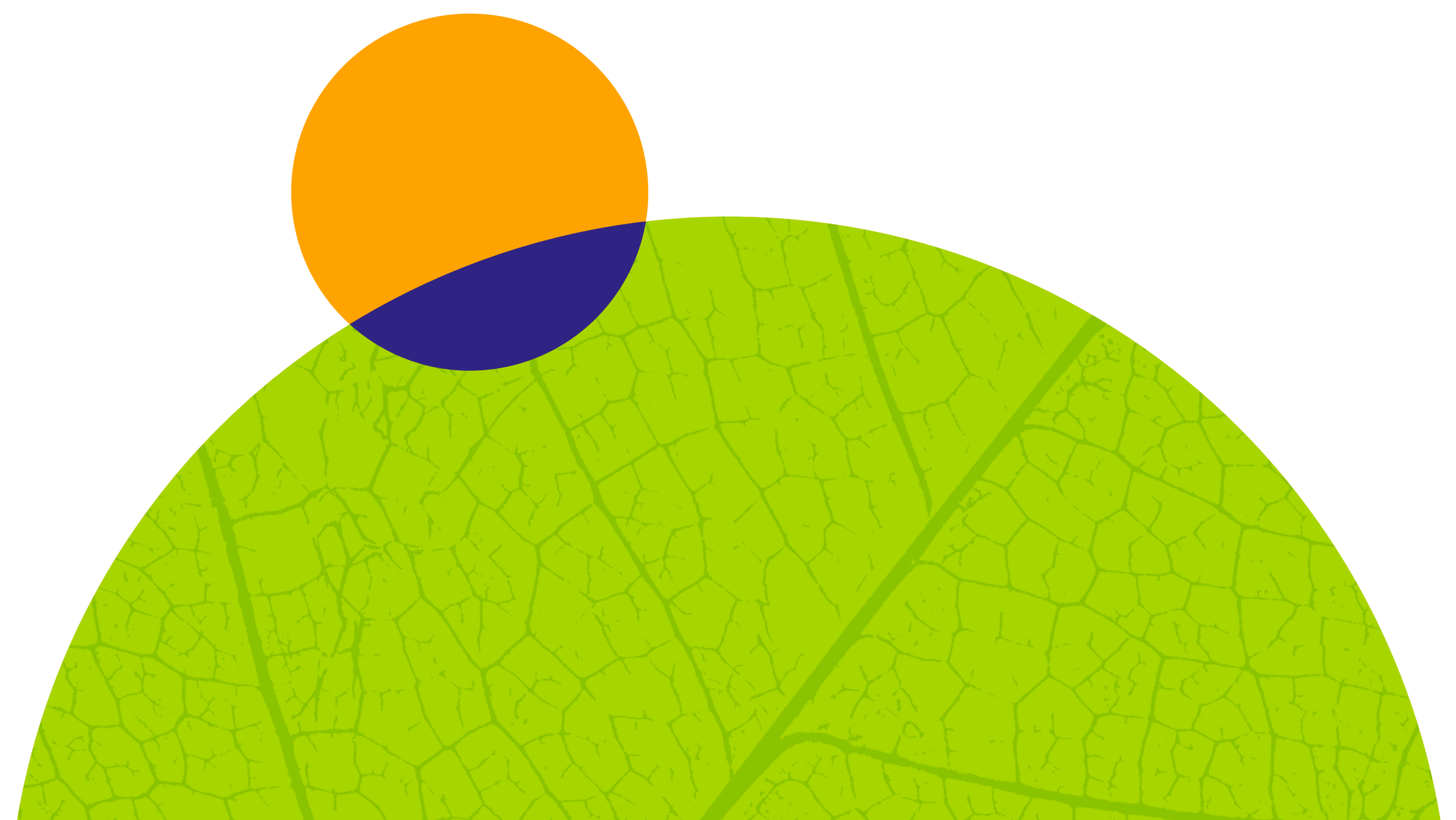
These are our principles

The various companies in the Cosun group, our employees, management and boards... **together, we are Cosun.** We all follow the same set of principles. These principles serve as guidelines for our behaviour and the considerations and choices we make.

Our principles reflect the company we want to be and the behaviour that goes with these ambitions. We translate these principles into proper behaviour by carefully considering what is and isn't appropriate and why. This process can be complicated, which is why we present you with this brochure.

The details and examples on the following pages will help you put our principles into practice.

The Cosun Regulations offer additional guidelines on specific aspects such as ethical business practices, protecting our reputation and individual integrity.



These are our principles

Together

We work together & do business cooperatively

but also...

With external business relations acting as reliable partners

Respect

We treat each other with respect & account for our actions

Sustainable

We apply sustainable business practices to ensure our continuity

And...

We also focus on our environmental impact

Dedication

We are dedicated to ensuring a pleasant working environment & a high-quality product

And also...

We address each other in case of inappropriate behaviour



Together

The Cosun group was built on a cooperative business model. Our joint effort is to build and maintain a solid foundation for our company.

- Our reputation cannot be expressed in monetary terms, but is extremely valuable. We take pride in our good name and will do everything in our power to protect it.
- We work together to avoid any damage to Cosun's reputation and behave in a way that lives up to our good name.
- We highly value mutual trust. If we can rely on each other, we can work together effectively to achieve our goals.
- We work together to promote sustainable development. We consciously stimulate collaboration. Both within individual departments, with other business groups, within the overall concern and with external partners.
- All collaborations are based on the principles of respect and reliability. This means we honour our agreements, do what we say and say what we do.

Sustainable

We are committed to ensuring the continuity of our business operations, and the continuity of our cooperative and the Dutch agricultural sector. In doing so, we take the interests of our colleagues and members of our cooperative into account. We are focused on the interests of our suppliers, our customers and the people who use our products. We also pay attention to the environment and the broader society in which we operate.

- We work hard on the continuity of our cooperative, the various companies in the Cosun group, employment, deliveries to our customers and the quality of our consumer products.
- We conscientiously process plant-based raw materials into a wide range of products. Our production processes are designed to make optimal use of these materials and minimise waste. We all contribute to this process in our own way.
- We work to reduce environmental strain and actively stimulate efforts to minimise the environmental impact of our activities.
- We also actively contribute to the development of sustainable products and processes. We all help to develop new opportunities in this area.



Respect

We take responsibility for what we do: conscientiously processing plant-based raw materials into food products and other useful applications. This responsibility extends beyond the boundaries of our own organisation.



- We all respect and safeguard the basic human rights guaranteed by international treaties, declarations and national constitutions. We never infringe on these rights.
- We always comply with local legislation and regulations.
- We do not use any form of forced labour or child labour and require our suppliers and partners to abide by the same standards.
- We do not obtain or use confidential information owned by other parties in an improper manner. We do not infringe on the intellectual property rights of others, such as copyrights or patents.
- We always do business in an honest way. Amongst other principles, this means we do not accept or offer bribes. This also extends to any dealings through intermediaries or third parties. We do not offer or accept gifts or invitations that would create an obligation towards the giver.
- We acknowledge the importance of a free market and do not use any trade methods that could impede fair competition. This means we avoid any personal activities and financial interests that could conflict with our responsibilities to the company. For example, we do not compete with the company's business activities and never work on behalf of competitors.
- We use all physical and intangible company resources accurately and appropriately in line with their purpose. This extends to products, facilities, equipment, confidential information and intellectual property.
- We apply honest business practices and provide accountability in this respect. We do everything in our power to ensure the optimal accuracy of our financial reporting, including all accounts and financial reports. We do not forge invoices or create documents that inaccurately reflect the transactions to which they relate.



Dedication

Cosun offers all its employees a safe working environment, in social and physical terms. The organisation creates the necessary preconditions and takes measures to this end. Employees are also offered the opportunity to further their personal development and are encouraged to do so by Cosun.

- Cosun is a community of people that work together to create a high-quality product and build a pleasant and professional working environment. We are dedicated to these values. Cosun does not accept discrimination in any form. If such behaviour should occur, we will discuss and address it.
- Cosun does everything in its power to create safe working conditions. This extends to all our employees, no matter where they work. We comply with all workplace health and safety legislation and regulations aimed at preventing work-related accidents.
- We value good working relationships, at both an individual and collective level. Amongst other aspects, this means we do not tolerate intimidation or other types of offensive behaviour. Employees may hold each other accountable in this respect.

Further information

(SUSPECTED) WRONGDOING

Do you suspect wrongdoing and would like to report this without using the usual channels? You can do so (also anonymously) on the basis of the Reporting (Suspected) Wrongdoing regulations through the Speak Up website and hotline. More details can be found on our website.

MORE INFORMATION

Interested in learning more about our regulations on conflicts of interest, improper behaviour, competition and/or the use of social media at work? Send an email to cosun.principes@cosun.com.

Coöperatie Koninklijke Cosun U.A.
Van de Reijtstraat 15, 4814 NE Breda
Postbus 3411, 4800 MG Breda

www.cosun.com

cosun.principes@cosun.com

©Royal Cosun April 2020