

Danone's Compliance Policies

CODE OF CONDUCT FOR BUSINESS PARTNERS

THIS CODE APPLIES TO ALL DANONE BUSINESS PARTNERS

OCTOBER 2022



DANONE
ONE PLANET. ONE HEALTH

COMPLIANCE

EVERY DAY WE GO FURTHER WITH YOU

SCOPE AND OBJECTIVE



Danone is committed to fair and ethical relationships with our business partners, including suppliers, distributors and all other Third Parties, based on clear and respected terms of business as outlined in Danone's Code of Business Conduct available on www.danone.com.

This Code of Conduct for Business Partners defines in more detail our ethical conduct expectations of the partners we work with.

Acceptance and adherence to this Code and Danone's Sustainability Principles (or provision of equivalent principles) is mandatory for all Business Partners.

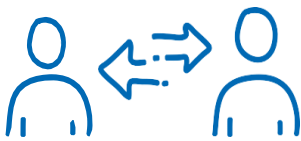
Acceptance and adherence to this Code is understood to be confirmed by the Business Partner's agreement to undertake business with Danone (unless equivalent principles have been provided).



BUSINESS PARTNER SELECTION PROCESS AND CONFLICTS OF INTEREST

Danone reserves the right to conduct integrity screening including any due diligence on our Business Partners, as part of its selection process.

Business Partners are required to declare in writing any potential conflict of interest prior to the start of the selection process.



ANTI-BRIBERY AND CORRUPTION, MONEY LAUNDERING, COMPETITION LAW AND INTERNATIONAL TRADE SANCTIONS

Business Partners shall abide by all applicable anti-corruption, anti-fraud, money laundering, and competition laws.

Danone has a zero tolerance stance on bribery and corruption. Business Partners shall not engage in any form of bribery or corruption in order to obtain an unfair or improper advantage, whether actual or perceived.

Business Partners shall not participate in activities which could be seen as impeding competition.

Business Partners shall not have dealings with restricted parties, shall ensure the necessary screening of any related party and shall comply with all applicable international trade sanctions laws.

GIFTS AND HOSPITALITY

Business Partners are prohibited from offering gifts or hospitality above a nominal value to Danone employees, Danone customers or other relevant stakeholders (such as government officials) when working on behalf of Danone.

Any gifts offered must be of a purely nominal value and must not be intended (or able to be perceived as such) to influence a business decision.

Any hospitality offered must be linked to business purposes, must be of an appropriate nature and value, and must not be intended (or able to be perceived as such) to influence a business decision.

No gifts or hospitality may be offered during tender or contractual negotiations.



HUMAN RIGHTS & LABOR STANDARDS

Business Partners shall respect and promote the human rights of their employees and people in their value chain. We expect our Business Partners to be fair employers and to respect international labor standards and to abide by all applicable laws relating to health and safety.

Business Partners shall comply with the core conventions of the International Labor Organization, legislation prohibiting slavery and human trafficking.

Business Partners' policies and actions should be guided by the United Nations Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

AUDIT

Danone reserves the right to verify our Business Partners' adherence to the principles set out in this Code of Conduct via on-site or desktop audits. If on-site audits are required, the Business Partner will be given sufficient notice and the audit will not unnecessarily disrupt their operations.

We expect our Business Partners to undergo the audits in the spirit of transparency and good faith.

ENVIRONMENT

Business Partners shall abide by all applicable laws relating to environment protection.

We expect our Business Partners to ensure that adequate measures are put in place to mitigate the environmental impact of their business operations as far as possible.

Partners are expected to adopt progressive environmental commitments and regenerative practices in their own operations and supply chain.



RAISING A CONCERN



Should you have any concerns regarding this Code of Conduct or its application please speak directly to your contact at Danone. If for any reason you would prefer to report a concern confidentially through another channel we also have a dedicated reporting tool available called DANONE ETHICS LINE (www.danoneethicsline.com). This tool can also be used anonymously if needed.

There will be no retaliation against anyone who reports a genuine concern. All cases will be appropriately investigated and, where breaches are found, appropriate actions will be taken.



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