

CODE OF ETHICS

in force at Bidfood (Farutex Sp. z o.o.)

The Bidfood (Farutex Ltd) Code of Ethics sets out the values and standards of conduct that underpin our business activity. All employees and colleagues are required to comply with the rules set out below in their daily work.

The guiding principle at Bidfood (Farutex Ltd) is to respect human rights under the Polish Constitution and ratified international treaties. We are committed to sound business practices that support our values of respect, trust, quality, passion and growth. Our emphasis is on supporting people, building relationships and improving the quality of life. Entrepreneurship, motivation, decentralised management and communication underpin our company's success.

All our activities are guided by our company values, keeping in mind the philosophy of transparency, honesty, accountability, quality and growth.

What does it mean:

Respect We nurture a mutually respectful relationship with the client, listening to their needs and respecting their hard work. Respect is also at the very heart of our employee relations.

Trust We believe that the basis of good cooperation is trust, and we take responsibility for our actions together.

Quality We focus on quality in everything we do: quality of products, service, communication or relationships.

Passion We are passionate about discovering new flavours, products and gastronomic experiences, which we share with our clients.

Growth We focus on the continuous development of our employees and our clients.

Accountability We emphasise being responsible, ethical and reliable.

Transparency and honesty We are characterised by trustworthiness, truthfulness, sincerity, freedom from deceit and fraud. We place great importance on being clear, honest and understood.

Senior management is committed to provide an ethical role model. All employees should always assess their behaviour against the principles of the Code.

1. Relationship with employees

We provide a safe, equal, and supportive working environment where everyone feels respected. We counter all forms of discrimination, mobbing, harassment, physical and psychological coercion or insults. We support the professional development of our employees by organising training courses to improve professional qualifications and providing opportunities for promotion. We ensure fair wages and compliance with labour laws.

2. Prohibition of discrimination, harassment and mobbing

Discrimination on the basis of any characteristic such as gender, age, disability, race, religion, nationality, political opinion, trade union membership, ethnic origin, religion, sexual orientation is unlawful and will not be tolerated.



Any unwanted behaviour of a sexual nature is completely unacceptable and will not be tolerated.

No form of harassment, bullying or humiliation of employees is accepted at Bidfood (Farutex Ltd), and every employee is obliged to condemn and report any signs of mobbing and discrimination to the company's management. Retaliation against employees making such a report in good faith is prohibited.

3. Work environment, health and safety

Bidfood (Farutex Ltd) implements appropriate health and safety management systems. It regularly reviews them and their compliance with applicable legislation. It reports incidents, accidents and ensures that appropriate information and training courses on health and safety is available. Employees are required to follow health and safety procedures related to their work and emergency procedures. Any identified health and safety hazards or risks must be reported to the employer.

Bidfood (Farutex Ltd) is committed to improving its practices to ensure that forced labour and child labour is not present in our operations or supply chain. Forced labour and child labour will not be accepted in our supply chain and Bidfood (Farutex Ltd.) will not trade with a supplier or sell to a client who uses any form of modern slavery or engages in child labour practices.

4. Social and environmental responsibility

Bidfood (Farutex Sp. z o.o.) undertakes to protect the environment and to be socially responsible. Our activities are directed towards minimising the negative impact on the environment and local communities. We provide recovery for packaging waste generated from the products we put on the market. We promote sustainability, e.g. by taking measures to conserve natural resources, minimise waste generation, meet legal requirements, and raise employee awareness. We support local initiatives and charities, committing ourselves to improving living conditions in the communities within which we operate.

We clearly communicate environmental and community commitments to participants in our supply chain. We require everyone to participate equally and contribute actively to long-term sustainability.

The employees involved in product and sales information, and marketing activities are required to comply with applicable regulations and describe products and services truthfully, accurately and transparently. Employees must not knowingly produce or distribute products or services that could adversely affect the health of employees or consumers, put clients at risk, or negatively affect the reputation of the Bidfood (Farutex Ltd.) brand. Employees are required to immediately discuss their concerns with their immediate supervisor and take steps to resolve potential or actual product quality, regulatory or safety issues.

5. Conflicts of interest prevention

Employees are expected to look after the interests of the company by avoiding conflicts of interest (factual or presumed). At Bidfood (Farutex Ltd.), it is prohibited for employees to engage in competitive activities and to cooperate with competitors without the company's consent. Any significant interest (direct or indirect) in the business of a supplier or client of the company constitutes an unacceptable conflict of interest, and should be declared and avoided.

Employees are required to declare potential conflicts of interest in order to resolve the matter transparently and fairly.

6. Anti-competitive practices

Any agreement between employees, competitors, suppliers or clients aimed at restricting open competition by cheating, misleading or defrauding in order to gain an unfair advantage, e.g.

agreements on market sharing, price fixing, limiting production, wage fixing, bribes, etc., will not be tolerated or accepted.

In the competitive market economy environment, Bidfood (Farutex Ltd.) values the opportunity for fair and responsible competition. Bidfood (Farutex Ltd.) will not attempt to obtain any confidential information about competitors or engage in conduct that could constitute or be perceived as collusion or price fixing.

The company complies with current regulations on trading in financial instruments, which make it illegal to trade in any stocks/securities when in possession of non-public, material information.

All proprietary information of the company should be protected and must not be disclosed to third parties.

7. Corruption, bribery, money laundering prevention

The Bidfood (Farutex Ltd.) employees are prohibited from accepting or soliciting material benefits from other companies or persons, including clients and suppliers, that could directly influence or be perceived as influencing the decisions made by them on behalf of the company. Detailed rules are described in the Anti-Corruption Policy available at the company.

It is prohibited to engage in any money laundering or terrorism financing activities, or to assist other parties in such activities. Any warning signs noticed should be further investigated, and suspicious activities should be reported to the authorities if required.

8. Secrecy, confidentiality, protection of personal data, disclosure of information observance

We protect the personal data of employees, clients and business partners by strictly adhering to the legal provisions in this regard. We only use confidential information for its intended purpose, ensuring that it is adequately protected against unauthorised access. We respect every person's right to privacy, both at the workplace and in business relationships. We make every effort to ensure that the personal information of employees, clients, and business partners is protected from unauthorised access, use or disclosure.

Limited and occasional private use of the company resources is not prohibited, but all employees should be aware that such resources should be used primarily to achieve the company objectives.

Employees should avoid using e-mail to send or receive private messages. No employee should obtain or distribute materials that might offend others (e.g. pornographic materials or materials that might provoke racist or anti-social behaviour).

If an employee is unsure whether they are allowed to pass on or use information in their possession, they should consult their supervisor. The obligations of employees to keep confidential information secret shall remain in force after termination of the employment contract, in accordance with the applicable legislation.

9. Whistleblowing

The Whistleblower Protection Act provides protection for individuals who report unethical or unlawful behaviour. Bidfood (Farutex Ltd.) encourages employees to make such reports; to this end, a whistleblower protection policy has been developed and is available for review as an appendix to the work regulations.

Bidfood (Farutex Ltd.) declares its readiness to address and remedy any irregularities immediately, demonstrating its commitment to maintaining high ethical standards and responsibility in every aspect of its business.

Reports may be made via the following communication channels:

- e-mail message sent to the address: zgloszenia.sygnalescisci@farutex.pl
- letter addressed to the Violations Team sent to the address 71-256 Szczecin, al. Wojska Polskiego 184c/5. The correspondence is subject to exclusion from the office circulation.

10. Final provisions

The Code of Ethics applies to all Bidfood (Farutex Ltd.) employees, collaborators and business partners, providing them with a basic set of operating principles. Violations of the rules set out in the Code may result in disciplinary consequences, including termination of employment.

In order to duly comply with the provisions of the Code, every employee should:

- fully familiarise themselves with the details of the provisions and policies contained in the Code that relate to the employee's responsibilities,
- act and behave in accordance with the Code and refrain from any action that may cause damage to the company or compromise its integrity, impartiality or reputation,
- report any violations without delay.

The Code is subject to regular updates to meet the changing legal requirements and market standards.

This Code of Ethics enters into force on the date of signing.

03.03.2025

date

FARUTEX Sp. z o.o.
Janusz Turowski
signature

FARUTEX Sp. z o.o.
CZŁONEK ZARZĄDU
Paweł Szwedowicz