



CODE OF CONDUCT SUPPLIERS AND SUBCONTRACTORS

COLIN GROUP

JANUARY 2026

INTRODUCTION



The Colin Group's Code of Conduct for suppliers of raw materials and services sets out the principles intended to ensure ethical and sustainable business relations with all suppliers of goods and services, as well as subcontractors. In compliance with applicable laws and regulations and in accordance with the COLIN Group's commitments in terms of corporate social responsibility (CSR).

These principles are intended to prevent and reduce the risks underlined in the Group's Ethic Charter.

The purpose of this Code is to share the COLIN Group's commitments with its suppliers and subcontractors.

Accordingly, the COLIN Group expects its suppliers and subcontractors to strictly comply with the laws and regulations in force in the countries in which they operate or provide their services, and to commit to working with the COLIN Group to implement the principles set out in its Ethics Charter.

COLIN GROUP PRINCIPLES AND VALUES BY AREA

COMMERCIAL PRACTICES

* **Compliance with laws and regulations**

The COLIN Group's suppliers shall comply with all laws and regulations in force in the countries which they operate (labour law, competition, environmental protection, taxation, etc.), as well as applicable international conventions. (annex 1)

* **Combating corruption**

Any form of corruption, bribery or money laundering is strictly prohibited. Suppliers undertake not to offer, promise or receive any undue advantage in order to obtain or retain contracts. Gifts or invitations must be of low value and must be justified as transparent and unconditional

* **Conflicts of interest**

Suppliers must immediately report any situation that could constitute a conflict of interest with the COLIN Group or its representatives, so that appropriate corrective measures can be taken.

* **Privacy and data protection**

Technical, commercial or strategic information shared by the COLIN Group is protected and may not be disclosed to third parties without authorisation. Suppliers shall process the personal data of their employees and any stakeholders in accordance with the GDPR and/or local data protection laws. (annex 1)

COLIN GROUP PRINCIPLES AND VALUES

HUMAN RIGHTS AND WORKING CONDITIONS

* **Respect for human rights**

Suppliers shall recognise and protect the dignity and fundamental freedoms of all persons involved in their operations, with reference to the Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organization (ILO).. (Annex 1)

* **Equal opportunities and non-discrimination**

Any form of discrimination, whether based on gender, age, origin, religion, sexual orientation, disability or any other potentially discriminatory characteristic, is prohibited. Decisions regarding hiring, promotions and training are based solely on objective criteria of competence and performance.

* **Protection of personal integrity**

Suppliers undertake to prevent any form of harassment, intimidation, degrading or abusive treatment.

* **Prohibition of child labour**

The Colin Group prohibits child labour. Age must be systematically verified before any recruitment and must comply with labour legislation in the countries in which suppliers or subcontractors operate. The Group reserves the right to suspend any collaboration if it finds that minors are being employed outside the legal framework.

* **Forced labour and servitude**

All forms of forced labour, including the confiscation of documents, the payment of deposits or the inability to leave employment, are prohibited. Employees are free to terminate their employment subject to reasonable notice.

COLIN GROUP PRINCIPLES AND VALUES BY AREA

WORKING CONDITIONS AND WELLBEING

* **Health and safety**

Suppliers shall ensure a safe and healthy working environment: documented accident prevention procedures, access to drinking water, adequate ventilation and lighting, personal protective equipment and training where necessary.

* **Remuneration and benefits**

Wages and benefits shall meet at least the applicable legal requirements to cover basic needs.

* **Working hours**

Working hours and entitlement to leave shall comply with local legislation. Overtime must be paid at a premium

COLIN GROUP PRINCIPLES AND VALUES BY AREA

ENVIRONMENT

* **Natural resource management**

Suppliers shall ensure the sustainable management of water, energy and soil by prioritising practices such as optimising irrigation (micro-sprinklers, drip irrigation, etc.), reducing energy consumption (high-efficiency equipment, renewable energy sources, etc.) and preserving soil fertility (crop rotation, composting, etc.).

* **Protection of biodiversity**

In the context of land use, suppliers must assess the impact of their operations on ecosystems and forests. In the event of degradation, restoration measures are taken in accordance with international standards. (Annex 1)

GOVERNANCE

* **Audits and monitoring**

The COLIN Group reserves the right to carry out planned or unannounced inspections, to assess performance and to share the results with the supplier in order to define improvement plans in the event of non-compliance.

COLIN GROUP PRINCIPLES AND VALUES BY AREA

ENSURING COMPLIANCE WITH INTERNATIONAL TRADE RULES

* **Importion**

In collaboration with the COLIN Group, suppliers shall ensure that all products and services provided comply with the laws, directives and regulations applicable in the European Union.

* **Ethics policies and transparent supply chains**

In order to ensure transparency in our supply chains, we expect our partners to have control over and knowledge of the various levels of their supply chains. They must be able to provide, upon request, information on the cultivation, manufacturing or subcontracting sites involved in the production of our products.

In accordance with applicable laws, our suppliers must demonstrate transparency regarding the origin and supply chain of the products supplied.

Our suppliers are encouraged to implement their own formalised code of conduct and to communicate their principles to the entities that supply them with goods and services.

WHISTLEBLOWING MECHANISM



The COLIN Group has implemented a professional whistleblowing mechanism that complies with applicable legal requirements (transparency, anti-corruption, protection of whistleblowers). This mechanism guarantees strict confidentiality regarding the identity of whistleblowers, the persons concerned and the information collected. It is accessible to all employees and stakeholders on the website.

REFERENCES (ANNEX 1)

THIS CODE IS BASED ON:

- a. Universal Declaration of Human Rights(1948).
- b. Convention on the Rights of the Child (1989).
- c. United Nations Global Compact (2000).
- d. OECD Guidelines for Multinational Enterprises (2011).
- e. ILO Fundamental Conventions (1919–1998).
- f. Convention on Biological Diversity (1992).
- g. General Data Protection Regulation (GDPR)

ACKNOWLEDGEMENT

I, the undersigned _____ hereby confirm that I have read and understood the COLIN Group's Code of Conduct and undertake to comply with it.

Company name : _____

Name and position of therepresentative: : _____

Done at:

On: / /

Signature:



ERIC COLIN
President
COLIN Group

Done at Mittelhausen, 23 January 2026

