

Ethics & Responsibilities Charter



Preface

Our adventure started in 1933 with the creation of a potato starch factory, the main outlet of which was the local textile industry. Soon after, the founders expanded the product range with the addition of glucose syrups and widened their customer base. After World War II, our company grew considerably, relying on a team of innovating engineers and researchers and a team of committed salespeople. Together, they sought to conquer new markets abroad and new sectors beyond textiles and food: e.g. paper, corrugated board, cosmetics and pharmaceuticals.

We have since become a starch company ranking among the biggest in the world and are known as the leader for some of our products. In addition, we have developed a wide range of products in the Green Chemistry and Nutrition & Health sectors. This growth has been made possible thanks to the commitment of several generations of Roquette men and women who have kept alive the spirit of the company founders by maintaining and integrating their values. This has allowed our company to develop innovative high-performance processes, with a high level of quality and logistics supported by a pro-active commercial network – and all at competitive costs.

Today we are a Group of more than 6,000 people, of various nationalities and cultures, operating in many countries and continents. Therefore, with the aim of preserving the economic sustainability of the company and taking up tomorrow's challenges, we find it essential to formalize the ethical principles and values we all share and to which we have rallied in support of the corporate vision.

To whom is this Charter addressed?

This Charter is derived from the thoughts and reflections of Roquette employees and seeks to instill throughout the group a strong and dynamic sense of social responsibility and corporate citizenship.

A copy of this Charter is given to each existing and new employee of the Roquette Group. It is also available on the company's Intranet and Internet sites.

The principles expressed in this Charter will be made explicit in the Code of Conduct. The Roquette Ethical Committee is also available for those who wish to address any related issues or to submit any ethical question or complaint.

Submissions can also be made via the Outlook address: ethics@roquette.com.

In a context of globalization and the search for sustainable development at the global and corporate scale, we assert our values, recognize our responsibilities, and determine our mission as follows: 'To serve men and women and transform agricultural raw materials into products that are directly or indirectly used in food, health and consumer and capital goods, with an approach based on the principles of sustainable development'.

The aim of the Ethics and Responsibilities Charter is to provide each employee with a set of principles to guide their conduct and their professional choices, in particular in situations of dilemma or uncertainty. It is aimed at free and responsible women and men and will continue to be developed over time as needed.

In a world in motion and in constant development, the Charter acts as a guide and seeks to define a common field for dialogue and direction.

Our convictions

We recognize the principles established by the International Labour Organization (ILO) and the Universal Declaration of Human Rights (UDHR) in order to defend the dignity of each human being at work and preserve the earth:

- Human rights,
- Rights at work: refusal of forced labour, refusal of child labour, non-discrimination and freedom of association,
- Preservation of the environment,
- Fight against corruption.

We particularly pay attention to three core values that promote positive human relations:

- **Respect**,
- **Trust** and
- **Solidarity**

and to three operational action principles, which are essential for dynamic economic development:

- **Innovation**,
- **Passion for the job and**
- **Commitment to achieve**

These values, and more specifically respect, apply to all parties involved in the group's activities, and in particular the employees of the group, the shareholders, the customers, the suppliers and the local authorities.

Confidence and solidarity are expressed throughout the group through mutual support and assistance and are spread beyond the group in order to contribute positively to the local economic and social development. Priority is thus given to the collective interest.

These values and action principles are closely linked: these moral values must never be sacrificed in the name of economic performance.

Our responsibilities

The interests of the different parties involved are sometimes in competition, or even opposition.

Our responsibilities appear in various fields, with the commitment to comply with all national and international regulations and to go even further when possible and worthwhile. The most important responsibilities in our sector of activity and in the context of globalization apply to:

- The economic and financial field: fight against corruption and illegal commercial practices,
- The social field: protection of the employee's social rights, respect of diversity and cultural differences, minimization of safety and health risks, support of employees,
- The social and environmental field: assessment and minimization of the impact of our production sites on the environment, contribution to the development of new energy technologies that are more respectful of the earth,
- The political field: participation in debates concerning our activities in the public space.

Our commitments

Everyone at Roquette has a duty and responsibility to behave and act in ways that remain at all times consistent with these convictions. Our action, derived from this choice, is assumed and therefore commits the company.

For the next three years, our progress programme will involve three specific commitments:

- Adherence to the UN's Global Compact (see appendix),
- Publishing of a yearly economic, social and environmental report,
- Participation in forums on topics of interest to our customers, the final consumers of our products, the suppliers and the local elected representatives, among others.
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Implemented means and arrangements will be assessable and visible.

GLOBAL COMPACT

The UN Global Compact's principles are based on universal consensus and are derived from:

- The Universal Declaration of Human Rights,
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work,
- The Rio Declaration on Environment and Development,
- The United Nations Convention against Corruption.

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of fundamental values in the areas of human rights, labour and environment standards, and anti-corruption:

Human Rights

- Principe 1 : Businesses should promote and respect the protection of international law relating to human rights in their sphere of influence; and
- Principe 2 : make sure that their own companies are not complicit in human rights abuses.

Labour law

- Principe 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principe 4 : the elimination of all forms of forced and compulsory labour;
- Principe 5 : the effective abolition of child labour; and
- Principe 6 : the elimination of discrimination in respect of employment and occupation

Environment

- Principe 7 : Businesses should support a precautionary approach to environmental challenges;
- Principe 8 : undertake initiatives to promote greater environmental responsibility; and
- Principe 9 : encourage the development and usage of environmentally friendly technologies..

t against corruption

- Principe 10 : Businesses should work against corruption in all its forms, including extortion and bribery.