



1. INTRODUCTION

From the Management of AMC Natural Drinks Group, formed by the companies AMC Natural Drinks, S.L., Fruit Tech Natural, S.A., AMC Innova Juice & Drinks, S.L and AMC Vlissingen BV (hereinafter, “**AMC**” or the “**Group**”), we have the strong commitment of encouraging and strengthening the ethical culture which exists within the Group, as well as guiding all people which belong to the Group to have an exemplary behaviour based on our values and principles.

Based on this goal, we have approved this Ethical Code which collects our culture, our ethical values and the mandatory behaviour guidelines applicable to all our employees, senior management and members of the board of directors of the Group, as well as to all the external partners which form part of our supply chain.

We will ensure compliance with the Ethical Code and we request all our employees that act on behalf of any company of the Group, and all our external partners, to respect its provisions.

2. OUR MISSION

AMC Natural Drinks, AMC Innova and AMC Vlissingen: We research, develop and commercialize healthy and innovative natural and plant-based drinks, that satisfy our clients and consumers over the five continents, with the highest quality and sustainability standards.

Fruit Tech Natural: We do research and understand Fruit & Plant Based Nature. We squeeze & extract with our unique technologies, developing high quality, healthy and sustainable fruit ingredients and key natural solutions to proudly serve food & drink companies to match worldwide consumer needs.

3. OUR VISSION

AMC Natural Drinks, AMC Innova and AMC Vlissingen: To be leaders in the development and production of innovative natural drinks and plant-based drinks, to offer our clients and final consumers a more healthy diet, in accordance with the current and future life style and needs throughout the five continents, also contributing to the environmental sustainability.

Fruit Tech Natural: To maintain our leadership by creating fruit & natural plant based innovative solutions. Develop healthier consumer’s products, supporting worldwide customers evolving needs, and stablishing long term partnerships for a better & more sustainable planet.

4. OUR BEHAVIOUR GUIDELINES

1. **Ethics:** We must always act with integrity, honesty and respect. We must have an exemplary behaviour and encourage the people around us, both colleagues and external partners, to do so, so that all the activities within the Group and our supply chain represent these values. We are committed with justice and fair employment and we try to reach the highest possible efficiency and to involve the workers in the management and in the decision-making in the development of their job posts and professional careers.
2. **Compliance and antibribery:** We must know and comply with internal rules and applicable regulations which apply to our activities. We have the strong commitment to consolidate, within our activities, a compliance culture that allows the development of a professional, honest, and transparent behaviour, with “zero tolerance” and a strong condemnation of corruption, bribery or any kind of illicit activities, specifically criminal



activities, which shall never be justified on the ground of a benefit for the Group. This commitment is mandatory to all employees and any person or entity which maintain professional relationships with the Group.

3. **Confidentiality:** All the information and know-how of the Group that we get to know due to our condition of employees is confidential and has a high business value. It is our duty to protect such information, to prevent from disclosing it to third parties or other employees without authorization, or to use it for purposes other than the execution of tasks that we have been assigned by our supervisor. We will make all sure that confidentiality is also guaranteed in the contractual relationships throughout our supply chain.
4. **Privacy:** AMC holds documentation and files containing personal and confidential data. The creation, ownership and processing of these files is necessary for achieving our activity and for legitimate purposes.

We respect public liberties and fundamental rights of all people with which we have any kind of relationship due to our activity, including without limitation the workforce of the Group, and especially their right to honour and their right to personal and family privacy.

Therefore, we comply with the provisions of European Regulation 2016/679 and Organic Law 3/2018, of Protection of Personal Data, and in accordance with these regulations, we have defined, documented and implemented appropriate technical and organizational measures aimed to guarantee and protect these rights and freedoms, with regard to the processing of personal data.

5. **Rules and industry standards:** We are committed with the implementation and monitoring of the highest quality, sustainability and lean manufacturing standards (both reference standards and customer's protocols and standards) as well as practices for the handling, manufacturing and production of our products intended for human consumption. Among the certifications we have obtained in this regard, we highlight BRC, IFS, Sedex, Fairtrade, organic products manufacturing, etc.
6. **Safe products:** The main goal of our management is to achieve the maximum quality, proven by providing products that meet the specific requirements of our Group, our customers and all relevant statutory authorities / regulators.

In order to achieve this objective, we establish and maintain an effective and efficient quality assurance program. The program is developed, documented and implemented with the strong commitment of the Group. We ensure that all employees are aware of the objectives of the Group through training and on-going education programs, at all levels. We have implemented a Quality Management System according to the referential BRC and IFS, as well as Hazard Analysis and Critical Control Points and other customers' standards, protocols and manuals of practices.

7. **Traceability:** In order to provide our customers with a complete traceability, it is vital for us to have an open and transparent dialogue with all our suppliers. Thereby we require all our suppliers to have a complete traceability in their production and we request them certificates such as nutritional information, OGM's absence in all their products and raw materials, authenticity analysis and audits, among others.
8. **Environment:** A responsible use of raw materials and natural resources together with operations aimed at reducing the activities that have an adverse effect on the environment are the basis of our Environmental Policy. We require a similar commitment from our suppliers. For us it is vital taking care of our environment and thus we contribute with the recycling, reuse, recovery and minimization of our waste.



9. **Child labour:** The minimum age to work for the Group is 18 years. We aim to avoid child labour extending this policy to all our supply chain and not using for our activities any products or services coming from child labour. We also require all our employees and suppliers the strict observance of this principle.
10. **Forced labour and disciplinary practices:** We strongly reject any kind of authority abuse. All people must be treated with dignity and respect. We do not produce neither buy products to suppliers that use forced labour or any form of punishment and coercion. We ensure that our providers do not use involuntary workforce, or keep their employees against their will or within a working environment that is not healthy and safe.
11. **Working hours:** All our employees work a number of hours which is compliant with the applicable legal requirements. We undertake to respect the breaks between the shifts of our employees, always informing beforehand of any changes in their working day.
12. **Salary and benefits:** We offer our employees an income which allows to cover their necessities, including health, educations and saving capacity. Payment of salaries complies with applicable regulations, paying accordingly the extra hours, the holidays and the bank holidays enjoyed. We will only maintain relationships with suppliers that provide salaries compliant with this philosophy.
13. **Freedom of association:** Our employees have the right to found and join organizations of their choice and to bargain collectively. We expect our suppliers to respect the right to freedom of association and the right to collective bargaining. No punitive measures (such as fines, suspension or dismissal) shall be imposed to employees which are members of any association or union or exercise any of these rights. Any action that suppresses freedom of association is prohibited within our Group, and may be considered illegal in some jurisdictions.
14. **Discrimination:** We believe that the dignity, individuality and privacy of all people must be respected. While we recognize and respect cultural differences, we believe that workers should be employed based on their ability to do the job and not on personal characteristics or beliefs. Our workers are a sample of our society and therefore we do not discriminate them on the basis of age, sex, disability, sexual orientation, race, colour, religion, marital status, ethnic origin, membership of a trade union or political party. We will not tolerate any form of sexual harassment, either physical or mental. This is also required to all our providers.
15. **Hygiene and Safety:** We work daily to ensure a safe and healthy work environment. We provide adequate training and monitoring to ensure that employees understand and comply with our health and safety policy.
16. **Guiding Principles on Business and Human Rights (UNGP), Modern Slavery Act 2015 and Trafficking in Persons:** We comply with the 3 principles established by the United Nations in the Guiding Principles on Business and Human Rights (UNGP): Protect, the state must protect citizens against human rights violations committed by third parties, including companies; Respect, companies must respect human rights, therefore must act in a way that does not violate the rights of third parties and repair the negative consequences of their activities; and Remedy, improve victims' access to effective remedies, both judicial and extrajudicial. Also we take into account the Modern Slavery Act 2015, which takes preventive measures against slavery, forced labour and human trafficking.



5. APPROVAL AND ENTRY INTO FORCE

This version of the Ethical Code has been approved by the Board of Directors of AMC Natural Drinks S.L. From time to time we will review the content of this code and we will carry out the required actions to keep it updated, which will be subject to the approval by the Board.

BORRADOR