

## CODE OF CONDUCT

### TARGET Polska Spółka z ograniczoną odpowiedzialnością Spółka komandytowa

This document is a Code of Conduct and our commitment to operate in accordance with the highest ethical, legal and cultural standards. It defines the principles that guide us in our daily business activities.

We are committed to honesty, openness, ethical behavior and respect for dignity and observance of human rights in our relations with Employees and Business Partners.

#### CODE OF CONDUCT IN ACCORDANCE WITH APPLICABLE LAWS

Our Company supplies high quality dairy products, vegetable oils and cocoa bean processing products for further processing to Customers in the European Union and beyond. Based on many years of experience, we select suppliers offering products of high, reproducible quality that meet the expectations of our Customers while complying with legal standards of health and safety. We are aware of the responsibility for the health and safety of the products we supply, guaranteeing our customers full transparency and identification of the goods supplied throughout the supply chain. A business partner must be able to prove the origin of its raw materials at any time with transparent documentation.

We are against all forms of money laundering and terrorist financing.

We believe that compliance with the law, honesty, ethics, integrity, respect and trust are the foundation and universal basis of all cooperation and good business relations. With these values in mind, we comply with applicable national and international laws.

We expect all Employees of TARGET Polska to be familiar with this Code and to abide by its principles. Our Company also expects our Business Partners to comply with the principles set forth in this Code during the course of the business relationship.

## WORKING AND EMPLOYMENT CONDITIONS

Employees are hired and promoted on the condition that they meet the requirements of the position, without discrimination on the basis of gender, age, sexual orientation, race, religion, marital status or level of physical fitness, which does not affect the performance of the tasks of the position.

Employment relationships are voluntary and may be terminated by Employees of their own free will with an agreed notice period. We do not use forced labor, underage workers or forced prison labor.

We compensate our Employees fairly. At a minimum, wages for Employees must be in accordance with national laws. Conditions of employment must be fully understood and voluntarily accepted by Employees.

With regard to the daily number of working hours and the number of working days in a week, we comply with the applicable labor laws, including regulations on overtime and other allowances.

All Employees are required to familiarize themselves with and comply with the Company's procedures and those of their workplace. Superiors are required to inform Employees what procedures apply to them and to provide explanations if an Employee raises a concern.

We respect the right of Employees to form, join and organize trade unions.

We create conditions for Employees to realize their professional potential.

## OPEN COMMUNICATION AND TEAMWORK

We believe that open, honest communication enhances work performance and employee engagement. This includes honest and reliable feedback on work performance and attitudes displayed.

We are convinced that by acting together we achieve the Company's goals. We take care to build high quality cooperation within the team and between teams through consistent goals and creating positive relationships.

## DISCRIMINATION

We care about the fair treatment of Employees and good relations in the workplace. Any form of favoritism toward co-workers and subordinates is unacceptable. We do not tolerate physical, mental or sexual abuse, intimidation or harassment of Employees. Discrimination on the basis of race, nationality, social or ethnic origin, religion, disability, gender, sexual orientation, family responsibilities, membership in a labor union or organization, political affiliation, age or other

circumstances is unacceptable. We value diversity and difference. The experiences and backgrounds of Employees from different backgrounds enrich the culture of our Company and support its success.

## HEALTH AND SAFETY AT WORK

We make sure that the workplace is safe, hygienic and friendly. Employees regularly complete documented health and safety training.

Minimum requirements include the provision of potable water, adequate lighting, temperature and ventilation control, proper sanitation and personal protective equipment, and properly equipped workstations.

## CONFLICT OF INTEREST

It is the duty of every Employee to be guided by the interests of the Company. This means not agreeing to engage in activities contrary to the interests of the Company or pursuing personal interests. During the course of employment, Employees may not perform tasks for the benefit of a competitor, customer or supplier. Any additional non-Company paid or social activities must be reported to the Employer. Accepting any offer of future work, advice or direction from a contractor, supplier, customer, competitor or business partner constitutes a potential conflict of interest.

## CARING FOR THE COMPANY'S IMAGE

It is important for our Employees to be aware that they represent the Company in dealing with the external environment, during normal work and in various social situations, including in private time, and it is necessary for them to take care of the Company's reputation.

## CARING FOR THE ENVIRONMENT

We are aware of our responsibility to the environment, which we have a direct impact on. We undertake initiatives that reduce this impact and create awareness among Employees.

We also expect our Business Partners to minimize the negative impact of their activities on the environment.

## SYMBOLIC GIFTS

In order to build good relations, we allow the courtesy of giving and accepting of gifts of limited value and in accordance with applicable customs and laws. Any form of bribery or corruption is unacceptable. Gifts must not influence the objectivity of business decisions.

## RAISING CONCERNS

Employees must always be able to speak about negative aspects respectfully and in accordance with data protection. We hereby draw attention to the possibility of anonymity. We ensure that Employees are protected from retaliation.

If you have concerns or notice that our actions violate our duty of care with respect to human rights, occupational safety, the environment or business integrity you can report them to us by email: [compliance@target-polska.pl](mailto:compliance@target-polska.pl)

The management board of TARGET Polska Spółka z ograniczoną odpowiedzialnością, Spółka komandytowa

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