

# SUPPLIER CODE OF CONDUCT



NUEVO SA

2026

## **1. Introduction**

NUEVO is firmly committed to carrying out its business activities in absolute compliance with all applicable legal requirements and with utmost integrity and honesty. At NUEVO, we are dedicated to operating and developing our business in a sustainable and responsible manner, while at the same time adding value to people's lives. NUEVO strives to source all products and services with this aim in mind and ensures safe products of high quality throughout the entire global supply chain.

For NUEVO, cooperation with business partners and suppliers requires that they pursue the same social goals and ethical principles as NUEVO and its employees. The following Supplier Code of Conduct serves to implement these corporate guidelines. The Supplier Code of Conduct establishes definitive minimum standards which NUEVO obliges its business partners and suppliers, their employees, representatives and subcontractors to observe and comply with in the course of their business activities.

NUEVO requires the supplier to acknowledge, accept and adhere to this Code of Conduct as set out below. Where the domestic context in which the supplier operates renders it impossible to meet the obligations set out in this Code of Conduct fully, the supplier is expected to respect the principles of internationally recognized human rights to the greatest extent possible in the circumstances, and to be able to demonstrate its efforts in this regard.

## **2. Compliance with Laws and Regulations**

Suppliers shall comply with all applicable and relevant laws and regulations, rules and published standards that govern their business operations and activities, including those relating to labor, worker health and safety, freedom of association and the environment.

## **3. Product Safety and Quality**

One of our most significant values is our commitment to providing our customers with trusted, quality feed products. We expect our suppliers to value product safety and quality and to comply with government and NUEVO's feed safety requirements and specifications.

#### **4. Human Rights**

We are committed to observing fair labor practices and to treating our employees, whom we call team members, with dignity and respect. We support fundamental human rights, as set out in the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nation's Guiding Principles on Business and Human Rights. This includes, but is not limited to, the prohibition of modern slavery, forced labor, child labor, discrimination, rules on reasonable compensation, benefits, working hours, and other fair working conditions in accordance with applicable laws as well as respect for freedom of association, providing a safe and healthy working environment and ensuring all colleagues are treated with dignity and respect.

We expect our suppliers to make the same commitments in their labor practices and have appropriate controls for managing, mitigating, and remedying human rights risks and impacts in their business operations. Each Supplier should strive to comply with the Ethical Trading Initiative Base Code ([www.ethicaltrade.org](http://www.ethicaltrade.org)), which is founded on ILO conventions and is an internationally recognized code of labor practice: 1) Employment is freely chosen 2) Freedom of association and the right to collective bargaining are respected 3) Working conditions are safe and hygienic 4) Child labor shall not be used 5) Living wages are paid 6) Working hours are not excessive 7) No discrimination is practiced 8) Regular employment is provided 9) No harsh or inhumane treatment is allowed

#### **5. Anti-corruption**

At NUEVO, we are committed to upholding high standards of business integrity, as outlined in our policies, including our Code of Conduct. Supplier shall ensure compliance with applicable anti-corruption laws and regulations, including those relating to bribery abroad. In particular, the supplier rejects any form of corruption, bribery, theft, embezzlement or extortion. Nor does the supplier, under any circumstances, offer, demand or accept illegal payments, such as bribes or kickbacks, or any illegal and legal benefits, such as incentives, gifts or favors, that are made to realize business opportunities or are in any way related to the business activities with NUEVO.

## **6. Health and Safety**

Suppliers shall be committed to protect the occupational health and safety of all employees. Safe working practices and high standards of hygiene are required in all operations. At a minimum, suppliers must comply with the laws of their respective countries and with all applicable rules, regulations, and local health and safety laws and standards. Suppliers must also operate in a manner that complies with training and communicating regularly with their employees about safety, and make continuous efforts to achieve a workplace that is free from work-related injuries and illnesses.

## **7. Environment**

Protecting our environment is a key pillar of NUEVO's Sustainability Strategy. We are committed to minimizing our environmental impacts, which include (but are not limited to) greenhouse gas emissions, energy use, vehicle emissions, packaging materials and single-use plastics, waste management, water use and disposal, natural resource consumption, and deforestation and biodiversity loss.

Suppliers shall be committed to protect the environment and communities where operations are located and to comply with all applicable national environmental laws, regulations and standards in effect in the country in which the products or services are manufactured. Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse and management of waste, air emissions and wastewater discharges. Any of these activities that have the potential to adversely impact human or environmental health shall be appropriately managed, measured, controlled and handled prior to release of any substance into the environment. Suppliers shall have systems in place to prevent or mitigate accidental spills and releases into the environment.

## **8. Privacy and Data Protection**

At NUEVO, we are committed to ensuring the confidentiality, integrity and availability of information and data for all our stakeholders. Suppliers shall comply with all applicable data protection laws. In doing so, suppliers shall ensure that any confidential information that it becomes aware of during the course of its business activities with NUEVO will be kept strictly confidential and will not be used improperly or disclosed to third parties.

Suppliers with access to confidential information from NUEVO may not disclose the existence of such information without our advance written consent. Confidential information includes, but is not limited to product formulas and pricing, production technologies and processes, engineering and technical designs, operating policies, practices and systems.

When suppliers handle personal and confidential information, such as home addresses, social security numbers, birth dates, or medical information, information technology security measures must be in place to ensure the personal and confidential information is protected against unauthorized disclosure and theft. Suppliers must have robust cyber security policies or privacy procedures. If a supplier becomes aware of an actual or possible unauthorized disclosure of NUEVO or team member personal information, it must be reported immediately to [info@nuevo-group.com](mailto:info@nuevo-group.com).

## **9. Reporting Contraventions of the Code**

The provisions of this Supplier Code of Conduct are essential for the business relationship between NUEVO and its suppliers. If a supplier does not comply with the Supplier Code of Conduct, NUEVO reserves the right to terminate the respective business relationship subject to applicable laws and assert any other rights. Suppliers are encouraged to report violations of the Supplier Code of Conduct to NUEVO. In the event of violations, NUEVO reserves the right to react appropriately depending on the severity of the violation.

Anyone who believes that a supplier or employee of NUEVO or anyone acting on NUEVO's behalf has engaged in illegal, unethical or otherwise improper conduct, or conducted any other activity in violation of this Code may report it to [info@nuevo-group.com](mailto:info@nuevo-group.com).