

CORPORATE SUPPLIER POLICY
CORPORACIÓN HIJOS DE RIVERA

Corporación Hijos de Rivera S.L. (hereinafter, "***the Company***"), and its group of companies (hereinafter, jointly referred to as "***the CHR Group***" and/or "***the Group***"), is firmly committed to the continuous development of a corporate culture based on the commitment to act with the utmost rigour, integrity and responsibility, persevering in the search for excellence and goal orientation, all while upholding the strictest ethical principles as the necessary basis for a profitable, responsible and sustainable business model in the long term.

The [Code of Values of the CHR Group](#), approved by the Board of Directors, is the cornerstone upon which these principles are based, and it includes the core values of our corporate culture, which are applicable not only to the entire CHR Group, but also to all stakeholders or operators who engage with it, in the broadest possible terms.

1. Aim and purpose

In this context, the CHR Group, aware of the importance of the performance of its suppliers in its value chain, has decided to draw up a Corporate Policy for Suppliers (hereinafter, "***the Policy***" and/or "***the Supplier Policy***"), aimed at both (i) effectively managing relationships with all suppliers of goods and/or services, based on the demand for maximum quality, transparency and mutual benefit in accordance with the Group's values, principles and guidelines of conduct, and (ii) facilitating the express transmission of, awareness of, familiarity with and, ultimately, assimilation and permeation of this culture among our Suppliers, generating value for all our stakeholders, including those Suppliers themselves.

2. Scope of application

This Policy formally implements the ethical, social and environmental requirements to be met by all Suppliers supplying goods and/or services to the CHR Group, including their subcontractors, for whose compliance with and adoption of the Policy the Supplier shall be responsible (hereinafter jointly referred to as "***the Suppliers***"). They must adhere to this Policy, the CHR Group's Code of Values and any other rules of this nature that may be approved by the Group's Governing Bodies, both in their commercial relationship with the CHR Group and internally, expressly undertaking to adopt the principles set out and implement them in their organisation, internally and in their engagement with third parties.

Accordingly, the principles contained in this Supplier Policy are structured in three (3) areas of action depending on the Supplier's relationships with (i) employees and contractors, (ii) the CHR Group, and in relation to (iii) sustainable development.

3. Business Principles for CHR Group Suppliers

3.1. In relationships with employees and contractors:

In this area, Suppliers undertake to:

- Comply with all applicable national, international or local legislation of any kind and nature, and especially with all their obligations regarding human rights, occupational risk prevention, health and safety, collective bargaining agreements and any other social aspects.

In particular, Suppliers shall respect the principles of the Universal Declaration of Human Rights and its development conventions, as well as the recommendations of the International Labour Organisation with respect to the rights of workers, ensuring best practices in this area, such as the integration of equal opportunity and non-discrimination criteria, the management of people based on professional merit and their objective assessment, and respect for the salary policies in force at any given time, providing remuneration in accordance with the industry's benchmarks.

- Establish training, dissemination and awareness-raising measures so that managers and employees are aware of, accept and comply with this Policy, as well as the CHR Group's Code of Values.

3.2 In relationships with the Company and the CHR Group

Suppliers shall focus performance on the quality of the goods and services provided and shall carry out their activity with integrity and transparency, complying with the applicable CHR Group regulations, in general and, in particular, with the following principles:

- Comply with all national, international or local legislation and with all applicable CHR Group regulations on employment, environmental, food safety and quality issues, as well as with all commitments and obligations arising from their commercial relations with the Group.
- Respect the principles of the CHR Group's Code of Values in its broadest terms at all times, including in their relations with the Group, its employees, its competitors and any other market players, public or private.

Preserve the image and reputation of the CHR Group, avoiding any inappropriate and incorrect use thereof, to which end, Suppliers must also know their own suppliers, carrying out due diligence to ensure our mutual reputation and supply chain integrity.

- Avoid any situation involving a conflict of interest in business relationships, and identify and resolve any such situation, real or potential, presented by any of its employees.
- Prohibit any form of bribery of authorities or other third parties and avoid any type of action that could result in an illicit benefit for themselves, for third parties or for the Group, promoting anti-corruption vigilance in its sphere of action to prevent and detect any case of corruption, fraud, money laundering or embezzlement.
- Not to disclose or misuse internal, confidential or secret information obtained as a result of the relationship with the CHR Group, proceeding to implement the necessary security measures according to the level of risk, and to guarantee, at all times, the right to the protection of personal data for which it is responsible in any way, in accordance with the legislation in force at any given time.
- Suppliers of materials that are part of the product or in contact with the product or that sell finished products to the CHR Group shall have a food safety and quality management system in order to determine, among other aspects, their traceability.

All commitments made by suppliers shall be extended to their subcontractors, insofar as these have been previously and explicitly accepted by the CHR Group

3.3 In relation to sustainable development

The CHR Group will promote awareness among its Suppliers of its sustainable development policies.

Similarly, relationships will be strengthened with those Suppliers located in the same geographical area where the goods or services will be received, provided they meet the quality, service and solvency requirements, inviting them to participate in tenders.

In any case, Suppliers must undertake to comply with the following guidelines:

- To be aware of, and comply with, the quality, environment and food safety requirements, either legally enforced or adopted voluntarily by the CHR Group following international environmental standards, in the latter case being duly communicated, in order to guarantee responsible behaviour with the environment.

- Implement preventive measures to avoid or minimise pollution, with special consideration for greenhouse gas emissions and environmental degradation.
- Integrate circular economy criteria into the organisation's activities.
- Ensure the application of the necessary preventive and corrective measures to minimise and, where necessary, correct possible impacts on habitats and species, protecting biodiversity in the course of its activity.
- Apply environmental criteria in the hiring and monitoring of contractors, extending these good practices to their own supply chain.
- Maintain a respectful attitude towards society and the stakeholders affected by their activities, avoiding situations that have or could have negative consequences on the environment, people's health or the balance of natural systems.
- Monitor supply ensuring it is carried out using forms of transport with the least environmental impact available to ensure the required level of service.
- Include objective social and environmental sustainability criteria in decision-making wherever possible, including requiring and assessing its own suppliers.
- Supervise contractors, ensuring they carry out their activities within the framework of a demonstrable Corporate Social Responsibility and business ethics policy, promoting responsible procurement.

4. Management: monitoring and implementation

The definition and execution of this Supplier Policy is the responsibility of the CHR Group's Management Body, which, together with the Group's management teams, will supervise its principles and their consistent application, establishing the appropriate mechanisms to manage its understanding, assumption and compliance.

To this end, this Policy shall be expressly disseminated and promoted internally within the Group and with Suppliers, establishing a specific implementation and dissemination procedure for each of them, as appropriate, requiring them to accept each and every one of the principles contained herein, including their commitment to accept and implement them within their own organisation and in their relations with third parties.

Policy review, evaluation and updating

This Suppliers Policy was approved at the meeting of the Board of Directors of Corporación Hijos de Rivera, S.L. of 27 January 2023, and has been in force since that date and shall remain in force until said body approves update, review or repeal hereof. As with the rest of the CHR Group's corporate governance system, this Policy will be subject to a constant review process.

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A Coruña, 27 January 2023.

**BOARD OF DIRECTORS
CORPORACIÓN HIJOS DE
RIVERA2S.L.**