



Primient
CODE OF ETHICS



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CORE VALUES AND OUR CODE

A Letter from the CEO

At Primient, we firmly believe that “Doing the Right Thing” is not just a slogan, it means that we conduct business with integrity, honesty, and respect for all stakeholders. It’s about making decisions that reflect and support our core values of Safety, Excellence, Integrity, and Growth in everything we do, both as a company and as individuals.



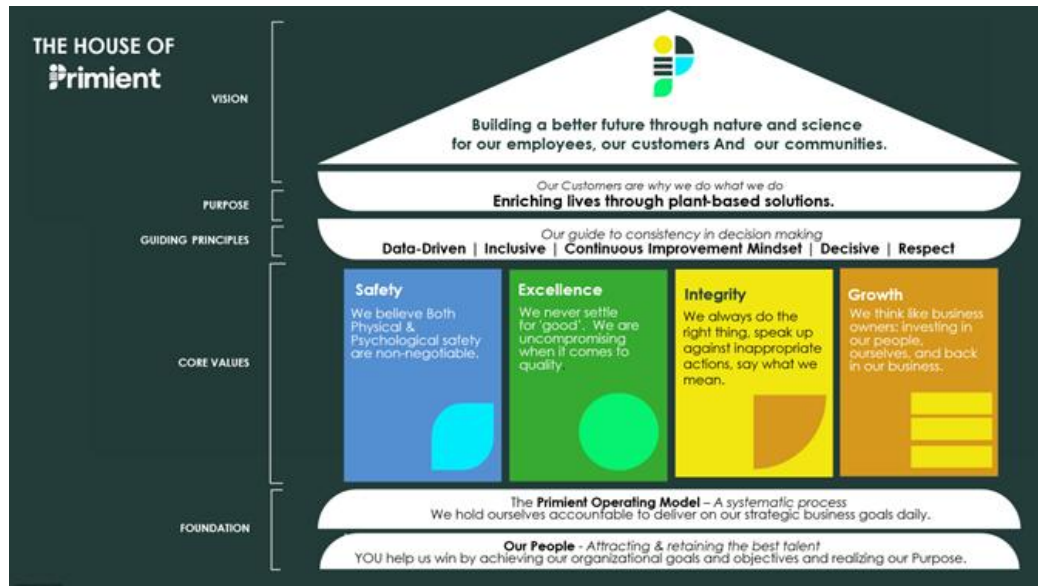
Our Code of Ethics (“Code”) is the overarching policy that supports how we put these values into action for our people, partners, and out in our communities. It provides clear guiding principles which allow us to live our purpose of *Enriching Lives Through Plant-based Solutions*.

While following the Code is important, just as important is ensuring we are stewards of upholding our high ethical standards and that means speaking up against inappropriate actions immediately. If you reasonably believe someone is engaging in conduct that does not align with our Code or with Primient's culture, you are obligated to raise those concerns. No one will ever be retaliated against for expressing a concern in good faith. You can talk about the situation with your manager, Human Resources, Legal, or Ethics & Compliance. If you wish to remain anonymous, you can share your concerns by contacting [Ethics Line](#), Primient’s third-party reporting program.

This Code is a guide to help you do business the Primient way. Please read this document carefully so that you fully understand what is required of all of us – as employees and business partners of Primient.

Jim Stutelberg
Chief Executive Officer

Introducing our Core Values and the Code



Primient's Core Values

Safety – Non-negotiable (both physical and psychological). It is important that you return home the same way that you left. Equally important is that you feel comfortable bringing your full self to work and voicing concerns without fear of retaliation.

Excellence – We win by taking pride in everything we do, bringing our best to every aspect of our work. We are uncompromising when it comes to quality and always seek to achieve the highest standards for ourselves and others. We never settle for 'good' – we are constantly driving for next level results.

Integrity – We always do the right thing, speak up against inappropriate actions, say what we mean and are transparent. We use open communication within a framework of courtesy and respect for others and in return, we are awarded trust and respect.

Growth – We think like business owners: investing in our people, ourselves and back in our business.

Primient is committed to living our Core Values so everybody who works on behalf of Primient can contribute towards a common goal and shared vision. The Core Values are the supporting pillars which ensure we uphold our culture and the House of Primient in every interaction.

Why do we need a Code of Ethics?

Our Code is the governing document that supports our Core Value of Integrity and guides us to do the right thing by outlining what is expected of our employees. Doing the right thing is essential for creating a work environment where everybody can thrive. Furthermore, it helps to protect our business, our reputation and, ultimately, our future.

It cannot cover every situation but rather gives guidance. Employees can find more details on the topics covered by the Code in our policies and standards under the Ethics and Compliance tab on [PrimiNet](#), or you can consult with the [Ethics and Compliance team](#).

Who is this Code for?

The short answer is 'everyone who works for or with Primient' – employees, directors, contractors, interns, customers, and business partners, which include suppliers, agents, distributors, contractors, consultants, and joint ventures.

What does it mean for me?

We believe that each of our employees has a critical role to play in upholding our standards. Following our Code means obeying the law, acting with integrity, showing respect for each other and our business partners, building trust with all our stakeholders, and raising concerns if we believe something isn't right.

Every one of us is responsible for behaving ethically and upholding the Company's reputation – that is why it is important to read and understand what is expected of you and use it every day.

What part do managers play?

Behaving ethically starts at the top. Primient's managers must set a positive example, promote the Code to their teams, create an open culture that encourages people to speak up, and protect employees who raise concerns.

Managers must also escalate any breaches to Human Resources, Ethics and Compliance, or Legal rather than dealing with them by themselves.

What happens if we don't comply with the Code?

Unethical behavior can have serious consequences. For the Company or its business partners it could mean costly investigations and large fines, as well as long-term reputational damage; for individuals it could mean disciplinary action, up to and including termination, legal liability, or imprisonment.

We Always Do the Right Thing

HOW TO MAKE AN ETHICAL DECISION

The Code is the best place to start to understand what is expected of you. However, there may be situations where the correct course of action is not entirely clear. To help with the decision-making, ask yourself:

- *Is it the right thing to do?*
- *Is it legal?*
- *Is it consistent with our core values?*
- *Does it align with our code and other policies?*



If you answered “no / not sure” to any question, contact Ethics and Compliance before taking any action.

If you answered “yes” to all questions, you should be okay to proceed. If, however, you still have doubts, you should contact Ethics and Compliance for guidance.

We Speak Up Against Inappropriate Actions

If an employee reasonably believes that somebody is engaging in conduct that breaches the guidelines highlighted in our Code or other Primient policies, or does not align with our Core Values, the employee is obligated to raise these concerns so that appropriate action can be taken to correct the conduct or behavior. Anybody who raises a concern in *good faith* will not be retaliated against.

Here at Primient, there are multiple methods to report misconduct, including your supervisor, any member of the Senior Leadership Team, [Human Resources](#), Legal, or [Ethics and Compliance](#).

However, sometimes you may find that approaching somebody can be difficult or uncomfortable, which is why Primient has engaged Lighthouse to manage Primient's hotline program, **Ethics Line**. [Ethics Line](#) allows employees to report misconduct anonymously and in their local language, 24 hours a day, 7 days a week, 365 days a year. Additionally, Ethics Line offers more ways to report misconduct, including telephone, website, or via an app on your mobile phone.

Lighthouse is staffed by professional investigators who speak a wide range of languages. The investigators will listen to your concern in your language and make sure it is dealt with appropriately by reporting your concern straight to our Ethics and Compliance team, while protecting your anonymity.

Website: www.lighthouse-services.com/primient

Toll-Free Telephone:

Direct Dial – NOAM

- USA and Canada: 833-214-2479 (English)
- USA and Canada: 800-216-1288 (Spanish)
- Canada: 855-725-0002 (French)
- Mexico: 01-800-681-5340 (Spanish)

Outside North America

- Brazil: 0-800-591-6043
- Poland: 0-0-800-141-0023

Mobile Phone Users:



DOING THE RIGHT THING FOR OUR EMPLOYEES

Environment, Health, Safety, Security (EHSS)

At Primient, we are committed to the health, safety, and security of our people, plants, communities, and our environment. This starts with our EHSS principles and is guided by our core values. This grounding informs and influences how we understand and review potential impacts at every level, inside and outside of our organization.

Primient's EHSS Principles, aligned with our [EHSS Policy](#), include:

- Zero-Harm Culture – every single person goes home from work in the same condition in which they arrived.
- Engaged and Empowered employees – we train regularly on our life-saving principles.
- Compliance and Standards – we comply with all local, state, and federal regulations.
- Key Performance Indicators – we establish and actively measure our performance against key EHSS performance indicators.
- Continuous Improvement – we continually improve our practices and processes.



In alignment with our Core Values and the Foundation of the House of Primient, Primient has developed [12 Life Saving Principles](#) to ensure safety remains an uncompromising cornerstone in everything that we do. All employees are expected to promote and commit to embracing these Life Saving Principles throughout every facility and workplace.

Additionally, the use, possession, distribution, or being under the influence of illegal drugs or alcohol during work hours, on Company premises, or while conducting Company business is strictly prohibited. Employees are expected to report to work in a condition that allows them to perform their duties safely and efficiently.

Respectful Workplace, Discrimination, Harassment, Equal Employment Opportunity, and Workplace Violence

Primient is an [equal opportunity employer](#) and complies with all applicable employment practice laws. We are firmly committed to a workplace free of discrimination, retaliation, harassment, and derogatory comments based on race, color, religion, age, sex, gender identify or expression, sexual orientation, national origin, disability, veteran status, or any other legally protected status.

This additionally means that workplace violence, including physical assaults, threats, intimidation, harassment, or any other form of aggressive behavior will not be tolerated under any circumstances. All individuals are expected to treat others with respect and professionalism, fostering a collaborative and secure environment.

We strive to create an environment of psychological safety where employees feel comfortable expressing themselves, regardless of their position, job title, or rank.

Workplace and Human Rights

We are committed to fostering a working environment characterized by trust, honesty, fair treatment, and respect for human rights. We make decisions about hiring, pay, benefits, promotion, training, and discipline entirely on merit.

At Primient, we:

- offer fair wages and benefits.
- set working hours aligned with national and local regulations.
- do not discriminate against those exercising their rights of association.
- respect employees' rights of freedom of association.
- prohibit child labor, forced labor and all forms of modern slavery.
 - Any violations will be remediated in accordance with applicable laws and the International Labour Organization standards, which may include providing victim compensation.



Primient's Perspective

Q: Several employees are making jokes of a sexual nature. I am not offended by the jokes; however, some employees have shared that they are uncomfortable. Should I say something?

A: Jokes of a sexual nature may cause employees to feel harassed, even if the jokes are not directed at them. Encourage your colleagues to speak up, but if they don't want to or feel uncomfortable doing so, you are still obligated to report the behavior. You can talk to your manager, Human Resources, Ethics and Compliance, or you can make an anonymous report via Ethics Line.

Multi-Cultural Affairs, Equity & Inclusion

To embrace change and foster an environment of comfort and authenticity, Primient is committed to a culture of Multicultural Affairs, Equity & Inclusion.

Primient works to ensure that policies and practices are designed to mitigate biases and create equal access to opportunities for all employees.

We acknowledge and respect the varied backgrounds, identities, perspectives, and experiences among our team. We are committed to equity in all aspects of employment, including hiring, promoting, and compensating, as well as providing opportunities for professional development.

Through our Employee Resource Groups ("ERGs"), Primient promotes allyship, advocacy, and focuses on how our unique identities overlap, recognizing that each team member has more in common than we are different. Coupled with this focus, our team members are activated and encouraged to get involved in the communities we call home.

Employee Resource Groups



DOING THE RIGHT THING FOR OUR COMPANY

Financial Integrity

All of us play a part in guarding against fraud and ensuring everything we report is accurate. We also need to make sure we abide by the law. Internally, we rely on the accuracy of information reported within the business – it's the basis on which our leaders make decisions.

Every aspect of our business makes its way into financial information – whether it's costs, savings, investments, revenue – so in what we do each day we are all in some way contributing to the process of recording it.

This means:

- ensuring all transactions are properly authorized, recorded and reported as required.
- following all Company policies and procedures at all times, which will ensure we comply with internal controls.
- reporting any conduct that does not align with our financial policies.

Protecting against fraud

Fraud can happen in several ways: theft, giving false information for personal gain, failure to disclose required information, the distortion, suppression, or falsification of records, or using your position to influence others to do any of these things on your behalf. At an individual level, fraud can include theft through false expense reports or other means, for example overstating hours worked, or stealing Company property. Fraud can additionally be determined by local legislation and be deemed as a crime. It's essential that we all guard against fraud, whatever form it takes.

Money laundering and tax evasion

Like every other law, we must comply with anti-money laundering laws. This means we will do business with reputable customers involved in legitimate business activities and will only accept funds from legitimate sources. We will also not do business in a way that helps customers, suppliers or other third parties evade tax.

Primient's Perspective

Q: I suspect that a colleague is misusing their Travel & Expenses card to buy meals for themselves unconnected to travel or business commitments. Should I be worried about this?

A: Using an expense card for purposes unrelated to Primient is considered fraud and should be reported to your manager, Human Resources, Ethics and Compliance, or you can make an anonymous report via Ethics Line.

Company Resources

Primient employees are all responsible for protecting Company property and resources from damage, theft or misuse, whether working at one of our facilities, remotely at home, or while traveling. Similarly, it is essential we all use Company equipment and communication systems responsibly, and in a way that does not reflect badly on Primient.

In the course of our work, we are often entrusted with Primient resources ranging from intellectual property to equipment, Company money, facilities, and information.

Occasional use of Primient assets for personal reasons is permitted, as long as it does not reduce the value of the asset, incur additional costs, put Company information at risk, interfere with productivity, or place Primient at risk of liability.

All employees must follow established protocols for data protection, which includes using strong and unique passwords, as well as avoiding the sharing of any login credentials. In general, employees should exercise good judgment while using Primient resources, ensuring that they follow good [cybersecurity and physical security practices](#).

Accordingly, if you are entrusted with resources and property belonging to other organizations, you should be just as responsible and respectful as you are with Primient's resources.

Confidentiality and Privacy

Primient is committed to protecting the confidentiality and privacy of both our own information, and that of other organizations we work with. We comply with all applicable laws and regulations protecting confidential information, including laws on the protection of personal data and the protection of the right to privacy.

'Confidential information' is a broad term that includes information about Company plans and strategy, employees, customers, suppliers and even competitors. Some examples include personal data, customer information, marketing or sales forecasts, supplier identification, recipes, business results and information about potential mergers or acquisitions.

It is important we only share such information with colleagues who have a legitimate need to know. We must never share confidential information with anyone outside Primient unless we have taken the necessary steps to protect it. This may include ensuring the other person has signed a non-disclosure agreement or obtaining consent of the owner of the confidential information.

Make sure you do not leave confidential information in places where others may find it and avoid discussing or working with confidential information in a public area where a conversation may be overheard, or the data accidentally disclosed. Take particular care while travelling on business to safeguard your laptop and phone.

Conflicts of Interest

A conflict of interest typically occurs when an employee's personal interests, including friends and family members, or other obligations could potentially interfere or appear to interfere with the ability to perform their job duties impartially and in the best interests of Primient. Where competing interests conflict, we may find it difficult to make objective or unbiased decisions.

Conflicts can take various forms, including, but not limited to:

- entering into contracts with relatives or friends.
- being involved with organizations that are seeking to do business with Primient.
- financial interests in other businesses that are a customer or a competitor.
- family members or other personal relationships that work for a customer, competitor or supplier.
- board memberships.
- using Primient's assets for personal use.

Primient's Perspective

Q: My facility is looking for a new supplier. My cousin owns a business that provides exactly what we need. Can I recommend him?

A: Employees can recommend friends and family for services, however, it is essential that you disclose the relationship to your manager. You additionally must remove yourself from the decision-making process.

If you think you may be involved in a potential conflict of interest, you must be transparent and promptly disclose the situation to your manager, as well as to the [Ethics and Compliance team](#). You will need to excuse yourself from any decisions until the conflict has been resolved.

Records Management

All employees are required to ensure that documents and electronic records are managed responsibly and in accordance with legal, regulatory, and business requirements. They must accurately create, store, and maintain records in a manner that preserves their integrity and accessibility throughout their required retention period. Unauthorized destruction, alteration, or falsification of records is strictly prohibited. Additionally, records containing sensitive or confidential information must be protected from unauthorized access and disposed of securely at the end of their retention period. Adhering to these guidelines is essential for legal compliance, operational efficiency, and safeguarding the organization's data.

Personal Communications and Social Media

Anyone who works for Primient and engages in either Company or personal social media or electronic communications channels (e.g. email, Company-sponsored internal and external channels, and personal social media) is expected to do so in a professional and appropriate manner. Social media should never be used in a way that violates any of Primient's [policies](#) or employee obligations.

Any form of public endorsement, opinion or social media is a potential risk for Primient's reputation. Employees should be mindful of associating personal social media accounts with Primient or their role within the Company.

Primient employees should not accept money for opportunities to represent Primient — non-monetary compensation (e.g., hospitality or waived conference fees) will be decided on a case-by-case basis and must be approved by the employee's manager, Ethics and Compliance, and Corporate Communications. Operating independently on behalf of the company may compromise impartiality, damage trust, and risk reputational harm to both the individual and the company.

When posting content, it is important to follow simple guidelines, including:

- Do not violate confidentiality or privacy of either Primient or your colleagues by disclosing information that has not been approved by our Communications team
- Respect copyright, privacy and fair use laws

- Be safe as cyber criminals may monitor accounts, looking for information that can be used against employees or Primient
- Be mindful that published information may be seen by journalists, customers, competitors, and other stakeholders
- Consider your words carefully and always lead with kindness and good intentions.

DOING THE RIGHT THING FOR OUR CUSTOMERS AND SUPPLIERS

Gifts and Hospitality

Giving or receiving meals, gifts, hospitality, travel, and other items of value can be part of building a good business relationship. However, we must be mindful that excessive or lavish gifts and hospitality can appear to create improper influence. To address this, we need to ensure that all gifts and hospitality have a business purpose and do not violate local laws or the ethical policies of the other party.

Some situations or relationships are riskier than others. For example, it is particularly important that you always consult with Ethics and Compliance before giving or receiving gifts/hospitality with a government official. You should additionally seek guidance if you are in a position that gives or receives gifts from vendors, customers, or suppliers, especially any gifts that exceed the \$150 threshold for reporting. For additional guidance, review Primient's [Gifts and Hospitality Policy](#) or contact Ethics and Compliance.

Primient's Perspective

Q: For agreeing to meet with a potential vendor, I have been given a \$10 Gift Card, which is well below the \$150 reporting threshold. Is this permissible?

A: Cash gifts are not allowed to be given or received. If you are unable to return the gift card, or if declining the gift makes you uncomfortable, you should seek guidance from the Ethics and Compliance team on the appropriate manner to proceed.

Anti-Bribery / Corruption

Primient is subject to a number of far-reaching anti-corruption laws, including the US Foreign Corrupt Practices Act and various anti-corruption laws of every country in which we operate. Accordingly, we do not tolerate any form of bribery or corruption by employees or business partners. We never offer, give, or accept bribes to gain a business advantage.

Bribery isn't always cash and can take many forms, including gifts, travel, entertainment, offers of jobs or internships, charitable donations, or anything else that has value to the recipient. Bribes can include offers to speed up approval processes, to obtain licenses or permits, or to reduce tax or other liabilities.

As a Company, we undertake due diligence on our business partners to make sure they uphold our stance against bribery. We also record all transactions accurately to avoid inadvertently facilitating bribery.

Always report any offer or request you feel uncomfortable with to our Ethics and Compliance or Legal teams. Similarly, always report any suspected bribery by a third party, whether Primient is involved.


Antitrust / Competition Law

We are committed to free competition based purely on the merits of our products and services. We abide by all relevant anti-trust and competition laws in the countries in which we operate. We never engage in any kind of understanding with competitors on pricing, market allocation or anything else that could restrict competition and/or distort the market.

Violating competition or anti-trust laws can lead to significant fines – and even imprisonment. As a result, it is essential we never propose or engage in any formal or informal agreements, understandings, meetings, discussions, communication or information exchanges with competitors or potential competitors regarding competitively sensitive issues.

Always treat customers in a straightforward manner that respects their independence. Never discuss any aspects of pricing, territories, markets, contracts, production, customers, inventory, costs, or capacity with competitors. Never enter into agreements with suppliers or customers that could restrict competition. Never interfere with our distributors' freedom to set their resale prices.

If a competitor tries to discuss any of these topics with you, or if you receive any of the above information even inadvertently, contact our Legal or Ethics and Compliance teams.

 **Primient's Perspective**

Q: A representative from a competitor began discussing their pricing strategy at a trade association meeting. What should I do?

A: You should explain that these types of conversations are inappropriate and excuse yourself from the conversation. By doing so, you reduce any suspicion of trying to fix prices. You should additionally report the incident to Legal or Ethics and Compliance.

Product Safety and Quality

Primient is committed to consistently deliver safe, regulatory compliant, certified, and high-quality plant-based ingredients and solutions to our customers.



All of us, at Primient; regardless of our roles; take responsibility to ensure that our products meet regulatory and customers' expectations and are of the highest possible quality.

We have established the following principles to ensure safety and quality across every step of our processes:

- Ensure all products are manufactured to meet all legal and regulatory requirements of the country of sale and production and industry best practices.
- Securing effective systems, controls, and verifications to ensure the product is manufactured under conditions that are safe, meet all applicable regulations, standards, and specifications.
- Continuously improve effectiveness of our systems, processes, plant operations and products to deliver safe and consistent product the first time.
- Using a process oriented, data driven approach for planning, executing, and assuring product safety and quality.
- Develop skills and capabilities of our employees.
- Involving and collaborating with all employees, vendors, and business partners at all levels.
- Promote a culture of quality, product safety and customer centricity across all levels.
- Developing a high degree of customer centricity and service towards internal and external customers.
- Serving customers by addressing any concerns in a timely, effective, and professional manner.
- Ensure all emerging risks are identified and acted upon on a timely manner.

Trade Compliance

As a global Company, it is essential that we comply with international trade regulations. Our ability to import and export products around the world is a privilege, not a right. We are committed to complying with the laws and regulations in all the countries where we operate.

Anyone who works for or with Primient must stay alert and informed when involved in cross-border transactions.

That means:

- Following all applicable import and export requirements, including licenses, permits, and certificates. Every cross-border shipment must have the correct import and export tariff classification, customs values, and country of origin.
- Knowing where Primient is authorized to operate. Trade sanctions can prohibit us from doing business with certain countries or regions.
- Knowing who you are working with and where. Make sure all third parties meet our due diligence requirements. Additionally, only use approved customs brokers and freight forwarders.
- Reviewing all third-party documents and reporting requests to boycott entities based on gender, ethnicity, location, or national origin to our Ethics and Compliance team.
- Looking for warning signs that could put Primient at risk of engaging with a prohibited country or end-user, such as unclear or incomplete information about end use, delivery dates, or delivery location.

Human Rights in the Supply Chain

In our commitment to upholding the highest standards of ethical conduct, we recognize the fundamental importance of human rights in every aspect of our supply chain. Our Code of Ethics is guided by the principles outlined in the Universal Declaration of Human Rights and the International Labour Organization's core conventions. We firmly believe that all individuals involved in our supply chain deserve to work in conditions that respect their dignity, ensure their safety, and promote their well-being.

We require all our suppliers, partners, and stakeholders to adhere to these same principles, as outlined in our [Supplier Code of Conduct](#). This includes the prohibition of forced labor, child labor, and any form of discrimination or harassment. Workers must be free to associate, bargain collectively, and work in a respectful environment. Wages should meet or exceed legal minimums and should be sufficient to meet basic needs. Working hours should conform to local labor laws.



DOING THE RIGHT THING FOR OUR COMMUNITIES

Charitable Donations

The Team Primient Community Program (the “Program”) is built on a strong understanding of our local community needs and the partners who are doing meaningful work to address community health and vitality. It also supports, and is aligned to, Primient's purpose: Enriching Lives Through Plant-based Solutions and vision: Building a better future through nature and science for our employees, our customers, and our communities.

Through our support and service, we provide a blend of corporate funding, pro bono expertise and volunteer connection to local community partners and initiatives. While there are many worthwhile causes across our communities, we focus in on three core areas which both tie back to who we are as a Company and impact essential needs in our communities around hunger, education, and sustainability.

- Fuller Plates for All: Ensuring access and availability of nutritious and affordable food for every table.
- Learning for Life: Supporting students of every age and background towards safer, healthier, and more stable lives for a lifetime.
- A More Sustainable Future: Continuously improving our practices and processes inside and out towards a brighter future.

All Company charitable contributions need to comply with applicable laws, as well as being in line with our Program Standard and our [policies](#) on Giving Guidelines for Local Charitable Partners and Third-Party Charitable Requests. You should always seek approval before donating Company funds or making contributions in Primient's name.

Community Involvement

Primient supports the communities where our employees live and work. Building stronger and healthier communities is not only the right thing for us to do, it also positively contributes to the long-term sustainability and reputation of our business.

Primient encourages employees to become actively involved in their communities by volunteering and participating in local projects and charitable activities. However, you need to make sure that outside activities do not interfere with the performance of your job or create a conflict of interest.

We expect all employees who engage in community service and volunteerism on behalf of the Company to always behave in line with our Community Volunteer Policy, Values, and Code of Ethics. In general, employees should behave in a way that:

- Complies with local laws and regulations, including any vetting process
- Works in a way which is in line and respectful of local cultures, customs, and business practices
- Follows all instructions and guidelines provided by the charitable / volunteer agency and/or onsite project coordinator
- At all times, treats colleagues and the community members with respect and dignity

Primient's Perspective

Q: I regularly volunteer at a local food bank. Given Primient supports several organizations related to food and nutrition, can I tell the food bank that my services are being provided on behalf of Primient?

A: We are proud of the contribution our employees make to their local communities and encourage their involvement in initiatives to enrich lives. However, you should seek permission from the External Relations team before presenting yourself as a company representative.

Political Involvement

Primient is a global company with a role in many different societies around the world. Like many companies, we use lobbying – which includes hiring consultants who interact with regulatory or other government agencies or officials on our behalf to make our case on issues that concern our business. However, this corporate political activity is highly regulated, and we make sure it is only carried out by employees authorized to act on our behalf, in strict compliance with Company policy.

Because of the clear regulations around political lobbying and contributions it is important that you never hire a government official or lobbyist to perform services for Primient unless you have specific written authorization from our Ethics and Compliance or Legal teams to do so.

When it comes to individual political views, we support people's right to take part in political activities, provided their involvement does not conflict with their duties at Primient.

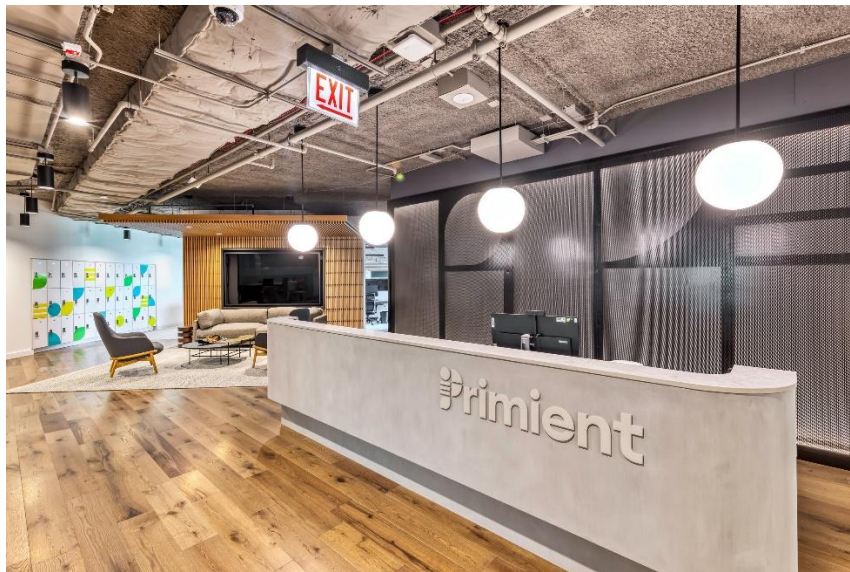
It is particularly important that any political involvement on your part does not suggest Primient's involvement or approval. You must therefore inform your line manager and the Ethics and Compliance or Legal teams in advance if you plan to seek or accept any kind of public office. Also, you must not make political contributions on behalf of the Company or use Company resources to engage in lobbying or other political activity.

Sustainability

Primient's [sustainability program](#) supports our bright, plant-based renewable future, while also helping to ensure a better tomorrow for our people, our partners, and our communities. Primient's most material sustainability impact categories include regenerative agriculture, climate change, water stewardship, and responsible consumption and production. As such, we are focused on building a sustainable future across our entire value chain - growing a stronger, more resilient business through practices and partnerships which meet our own high standards for environmental, economic, and social stewardship.

CONTACTS

If you have any questions or concerns about the topics covered in the Code, you can contact the dedicated [Ethics and Compliance email](#). Alternatively, you can also contact a member of the [Ethics and Compliance or Legal teams](#).



The Code of Ethics is effective July 2026.