

Seafrigo Group Charter for Responsible Business Relations

« At Seafrigo Group, we're more than a logistics company - we're leading experts in global food logistics, building long-term partnerships and creating a positive impact with every delivery, from origin to destination. »

June 2025

Preamble

Version drafted in accordance with the recommendations of the French Anti-Corruption Agency (AFA).

Seafrigo Group is firmly committed to integrity, compliance and social responsibility. This charter aims to formalise the ethical, social and environmental principles that Seafrigo Group expects of its business partners (customers, suppliers, subcontractors, service providers, etc.).

It is part of our compliance policy, in line with the Sapin II law, the AFA guidelines and international standards (OECD, ILO, United Nations Global Compact).

It constitutes a contractual commitment on the part of the business partners, and failure to comply may result in consequences up to and including termination of the relationship.

1. Compliance with applicable law and regulatory requirements
2. Human Rights and Working Conditions
3. Health, Safety and Working Conditions
4. Environment and Resource Efficiency
5. Integrity, Ethics and Anti-Corruption
6. Loyalty, impartiality and transparency in business relationships
7. Social Responsibility and Local Presence
8. Monitoring, Controls and Warning System
9. Business Partner Adherence and Commitment

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SUMMARY

What we stand for

At Seafrigo Group, we are all part of a team united by our shared values.

This charter is not just a set of rules - it's a commitment to create an environment where everyone feels safe, valued and able to be authentic. The charter demonstrates how we intend to put our values into action.

INTEGRITY

We lead with integrity in all your actions to inspire trust and respect from your colleagues. We uphold ethical standards to ensure our work reflects your values and contributes to our company's reputation.

DIVERSITY & INCLUSION

We value and respect our fellow team members, recognizing their unique strengths and contributions. Foster an inclusive and diverse culture where everyone feels valued, heard, and empowered to succeed.

ENTREPRENEURSHIP

We strive for excellence in our work to unleash our full potential.

We take ownership of projects with an entrepreneurial spirit and a can-do mentality.

ADAPTABILITY

At Seafrigo, we embrace change as an opportunity for personal and professional growth. We use our creativity and resourcefulness to overcome challenges and serve our clients better.

SYNERGY

We build meaningful network with our colleagues and clients around the globe to create a supportive and collaborative work environment.

1. Compliance with applicable law and regulatory requirements

Business partners undertake to comply strictly with all applicable laws, regulations and standards, in particular with regard to:

- Labour Law and Respect for Human Rights,
- Hygiene, Health and Safety,
- Environmental Law,
- Combating Corruption, Influence Peddling, Fraud, Money Laundering and Terrorism Financing,
- Competition law and fair trading practices.

They also undertake to implement the necessary internal controls to prevent any breach of these obligations.

2. Human Rights and Working Conditions

Business partners must guarantee respect for fundamental workers' rights, in particular:

- Compliance with the fundamental conventions of the International Labour Organisation (ILO),
- Prohibition of Forced Labour and Child Labour,
- Prohibition of all forms of discrimination, harassment or physical/moral violence,
- Decent working conditions (fair pay, reasonable working hours, job security, holidays, etc.),
- Right to freedom of association and collective bargaining,
- Inclusion of people with disabilities.

3. Health, Safety and Working Conditions

Business partners must:

- Implement an occupational health and safety management system,
- Provide appropriate Personal Protective Equipment (PPE),
- Regularly train their teams in safety rules,
- Prevent occupational hazards and promote a healthy working environment.



4. Environment and Resource Efficiency

The business partners undertake to:

- Comply with applicable environmental legislation (local, national and international),
- Reduce their environmental footprint (emissions, consumption of resources, waste, etc.),
- Favour sustainable, recyclable products and services with a low environmental impact,
- Promote the circular economy,
- Implement concrete measures to preserve biodiversity and reduce pollution.

5. Integrity, Ethics and Anti-Corruption

Any form of corruption, whether direct or indirect, active or passive, is strictly forbidden.

The business partners undertake to:

- Not offer, promise, solicit or accept undue advantages (gifts, invitations, kickbacks, etc.),
- Report any potential or proven conflict of interest,
- Have a system for preventing corruption that is commensurate to their size and activity,
- Cooperate fully with Seafrigo Group in connection with any such request or audit.

6. Loyalty, impartiality and transparency in business relationships

- Partner selection processes must be based on objective, documented and traceable criteria,
- No undue advantages should influence a business decision,
- Business partners undertake to provide truthful, complete and up-to-date information to Seafrigo Group,
- They must agree, if necessary, to be subject to audits or conformity assessments, and to remedy any discrepancies promptly.



7. Social Responsibility and Local Presence

Business partners must:

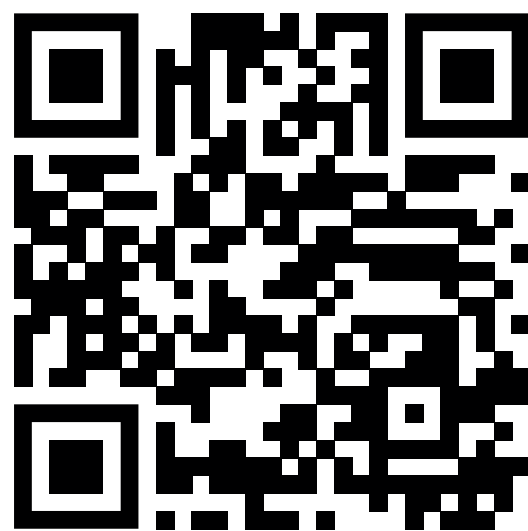
- Make a positive contribution to local communities,
- Respect local customs and practices in accordance with fundamental rights,
- Promote local employment and short distribution channels wherever possible.

8. Monitoring, Controls and Warning System

Seafrigo Group reserves the right to:

- Carry out controls, audits or assessments of its business partners,
- Request any information or document justifying compliance with this charter,
- Terminate the relationship in the event of serious or repeated misconduct.

Any breach or behaviour contrary to the principles of this charter can be reported anonymously and securely via the **SafeWorkplace** platform (QR code below).



9. Business Partner Adherence and Commitment

Adherence to this charter is a necessary condition for any business relationship with Seafrigo Group.

The partner undertakes to:

- Strictly respect the principles of this charter,
- Disseminate these principles to its own subcontractors and partners,
- Inform Seafrigo Group immediately in the event of implementation difficulties or non-compliance.



Seafrigo expects its partners to make a sincere commitment to the principles set out in this charter. We believe that responsible business relationships are essential to our long-term success and to the well-being of our employees, our partners and the communities in which we operate.

As a partner, you can use Safe Workplace, our anonymous support and reporting platform. If you notice any breach of this code, you can report it using this QR Code:



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