



# Code of Conduct

Business Partners



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# Preamble

Since its inception, ALLAGRO has been driven by the core values and ethical standards set forth by its founder Mr. Abdul-Hamid Alansari. Our beliefs are to enhance biosciences business sectors also contributes to the conservation of natural resources. This commitment to sustainability is central to our mission and corporate strategy.

Our business partners are crucial in helping us achieve these objectives. Therefore, we believe that a shared commitment to ethical principles and sustainable practices is fundamental to our partnerships. The guidelines outlined in this Code of Conduct are a key component of all collaborations between ALLAGRO and its business partners.





# Principal of Strict Legality

At ALLAGRO, we are committed to upholding the principle of legality in all our activities, both through our actions and explicitly within our contractual agreements. This commitment encompasses the payment of all applicable taxes and customs duties, adherence to competition and anti-trust laws, a firm stance against corruption and money laundering, utilization of advanced technology, securing necessary official licenses, compliance with export control regulations, and respect for the legal rights of third parties.

We require our business partners to align with these legal standards and regulations, adhere to the principles set forth by the United Nations Global Compact, and follow the guidelines outlined in this Code of Conduct. Additionally, we expect our partners to ensure that any third parties they engage to fulfill their contractual obligations with ALLAGRO also comply with this Code of Conduct.



# Fair Treatment of Employees

Our business partners are required to uphold the fundamental rights of their employees as stipulated by relevant national labor laws.

The following guidelines are in accordance with the International Labour Organization's (ILO) and the Declaration on Fundamental Principles and Rights at Work

—>> HUMAN RIGHTS

—>> FAIR WORKING CONDITIONS

—>> CHILD LABOR

—>> OCCUPATIONAL HEALTH AND SAFETY

—>> FORCED LABOR

—>> ENVIRONMENTAL PROTECTION

—>> EQUAL OPPORTUNITIES



## HUMAN RIGHTS

Our business partners respect internationally recognized human rights and actively protect such rights.



## CHILD LABOR

Our business partners ensure that they only hire individuals who meet the minimum legal age for employment as specified by applicable laws. Additionally, they are committed to respecting and upholding children's rights



## FORCED LABOR

Our business partners reject all forms of forced labor and respect the principal of freely chosen employment.



## EQUAL OPPORTUNITIES

Our business partners maintain a zero-tolerance policy for discrimination of any kind, whether based on nationality, skin color, ethnicity, gender, age, social status, disability, religious belief.







### FAIR WORKING CONDITIONS

Our business partners pay wages, equal to or higher than the rates prescribed by national or regional authorities, legal standards, or other labor agreements. The applicable regulations governing working hours and vacation entitlements are observed.



### OCCUPATIONAL HEALTH AND SAFETY

At the minimum, our business partners comply with national standards of workplace safety and hygiene and take appropriate measures to ensure that the relevant occupational health and safety requirements are met, to ensure healthy working conditions.



### ENVIRONMENTAL PROTECTION

Our business partners implement measures to minimize risks to human life and the environment, reduce the environmental impact of their activities, and use resources responsibly. All processes, facilities, and production resources utilized by our business partners must comply with relevant legal standards and regulations related to fire safety and environmental protection.



# Business Relations



AVOIDING CONFLICTS  
OF INTERESTS



FREE COMPETITION



CORRUPTION



TRADE SECRETS



MONEY LAUNDERING





### →→ AVOIDING CONFLICTS OF INTERESTS

Our business partners are expected to make decisions based on objective facts, without undue influence from personal interests. If any business partner identifies a potential conflict of interest, they must promptly notify ALLAGRO.

### →→ FREE COMPETITION

Our business partners adhere to fair competition principles and comply with all relevant statutory regulations. They avoid forming cartels or engaging in any coordinated activities, whether intentional or not, that could bypass, limit, or distort competition as outlined by antitrust laws, or exploit a dominant market position.

### →→ CORRUPTION

Our business partners commit to complying with all relevant anti-corruption laws. Specifically, they ensure that their employees, subcontractors, and representatives do not offer, promise, or provide any benefits to ALLAGRO employees in order to secure a contract or gain preferential treatment. These rules also extend to any agreements with third parties related to contracts with ALLAGRO.

### →→ TRADE SECRETS

Our business partners are required to maintain the confidentiality of company information and uphold intellectual property rights, even after the business relationship ends. They must also adhere to all relevant data protection laws and use third-party software (including open-source software and firmware), strictly within the legal limits and according to the respective licensing terms.

### →→ MONEY LAUNDERING

Our business partners are required to comply with the legal regulations concerning the prevention of money laundering



# Compliance With The Code of Conduct

We require our business partners to share the principles of this Code of Conduct with all third parties they involve in fulfilling their contractual obligations to ALLAGRO. They must ensure that subcontractors adhere to these principles and comply with the Code's requirements.

ALLAGRO retains the right to conduct reasonable checks to ensure compliance with the Code of Conduct by its business partners. Before any such checks are carried out, ALLAGRO will coordinate with the business partner to agree on the scope, timing, and location of these reviews.

A violation of this Code of Conduct will be considered a significant issue affecting the relationship between ALLAGRO and the business partner. In addition to any other rights ALLAGRO may have, we reserve the right to require the business partner to provide an explanation and take corrective actions. If the business partner fails to demonstrate that appropriate measures have been taken within a reasonable period, or if the breach is so serious that ALLAGRO deems it untenable to continue the business relationship, ALLAGRO reserves the right to terminate the relationship immediately and cancel any related contracts or agreements, in addition to any other rights available.

Compliance

## Guidelines

## Revisions

Version	Brief record of revision	Date
0	Creation of the Procedure	09/09/24

## Approvals

Prepared by	Approved by	Authorized by
<b>Mondher Sassi</b> <i>Chief Legal &amp; Compliance Officer</i>	<b>Excom</b>	<b>Abdulhameed Alansari</b> <i>Group President</i>  <b>Abdullah Alansari</b> <i>Group CEO</i>





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- Business Partners -

**Integrated Agriculture Company Allagro**

 [www.allagro.com.sa](http://www.allagro.com.sa)