

## **Code of Ethics**

May 2024

This Code of Ethics serves as a guiding framework for ethical conduct within the Carob Bean Gum (LBG) production and supply chain industry, promoting integrity, fairness, and sustainability across all operations.

### **Commitment to Integrity**

- Members of INEC uphold the highest standards of integrity, honesty, and ethical business conduct in all aspects of their operations, aligning with the association's core values.

### **Compliance with Legal and Ethical Standards**

- Members are committed to compliance with all applicable laws, regulations, and industry standards governing the production and supply of LBG, as well as adherence to ethical principles outlined in the Code.

### **Respectful and Fair Work Practices**

- Members ensure safe and respectful working conditions for all personnel involved in the production and supply chain of LBG, prohibiting discrimination, harassment, forced labor, and child labor.
- Compliance with labor laws regarding working hours, wages, benefits, and freedom of association is required.

### **Environmental Responsibility**

- Members are dedicated to minimizing the environmental impact of LBG production and supply chain activities, adhering to all relevant environmental laws and regulations.
- Sustainable development practices and responsible waste management are encouraged to mitigate negative environmental effects.

### **Fair Business Practices**

- Members conduct business with integrity, transparency, and fairness, complying with anti-corruption laws and regulations, and avoiding conflicts of interest.
- Compliance with fair competition and antitrust regulations, as well as prevention of bribery and corruption, is mandatory.

## **Protection of Intellectual Property**

- Members respect intellectual property rights and maintain confidentiality of proprietary information related to LBG production and supply chain operations.

## **Accountability and Compliance**

- Members establish and maintain systems and procedures to demonstrate compliance with the Code of Ethics, including oversight of their own supply chains.
- Non-compliance may result in corrective actions, including the exclusion from INEC.

## **Continuous Improvement**

- The Code of Ethics will be periodically reviewed and revised as necessary to ensure alignment with evolving industry standards and best practices.
- Updates to the Code will be communicated to members for prompt compliance and implementation.

## **Members of INEC (in alphabetical order)**

Alimentaria Adin s.l.

Carob S.A.

CAROBINGREDIENTS

G.A. Torres

GKM

Idealfoods S.p.A.

IFF

ILCAR S.r.L

Industrial FARENSE

LBG Sicilia S.r.L

polygal AG

Tate & Lyle Italia S.p.A.

Unipektin Ingredients AG (Nexira)