



# BUSINESS ETHICS CODE

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COLIN GROUP

JANUARY 2026



# INTRODUCTION

The COLIN Group's Business Ethics Code reiterates our values and sets out the standards of conduct to be applied in everyday decision-making, both internally and in our relations with external parties (customers, suppliers, service providers and agents). The COLIN Group complies with all national and international laws and standards applicable to its activities, in particular those relating to anti-competitive practices, the fight against corruption and influence peddling, fraud prevention, food safety and data protection. Compliance with these rules is subject to particular vigilance; any breach undermines our fundamental values. It is the responsibility of each individual to be familiar with and comply with the legal framework applicable to their role and, in the event of any doubt, to seek guidance from their management or the Human Resources department.

# ETHICS & HUMAN RESOURCES

## \* **Combating forced or compulsory labor**

The COLIN Group prohibits all forms of forced or compulsory labor. Employees are free to leave their employment in compliance with applicable local laws.

## \* **Combating discrimination in employment and the occupation**

Regardless of the country concerned, the COLIN Group recruits and manages careers on the basis of qualifications, skills and experience. These criteria apply to remuneration, working conditions, promotion, mobility and training. The COLIN Group prohibits all forms of discrimination and promotes diversity, in compliance with local legislation.

## \* **Protecting health, promoting safety and wellbeing in the workplace**

The COLIN Group is committed to providing employees with a safe working environment and to implementing accident prevention measures. The safety of our employees at our industrial sites is an absolute priority, and regular health and safety initiatives are rolled out each year.

## \* **Combating psychological or sexual harassment**

No form of psychological or sexual harassment is tolerated. The COLIN Group takes action to prevent and sanction any behaviour that undermines the dignity or integrity of an employee.

## \* **Promoting employee training**

Skills development is a key driver of performance and equal opportunities; continuous training continuing is an integral part of the COLIN Group's DNA. The COLIN Group is committed to supporting employees throughout their careers through ongoing training and by contributing to the development of their skills.

# ETHICS & BUSINESS PRACTICES

## \* **Fair and honest competition**

Free enterprise presupposes fair competition. The COLIN Group applies objective criteria to the marketing and sale of its products (quality, service, price, compliance, traceability...) and strictly complies with competition law.

## \* **Corruption and influence peddling - zero tolerance**

Within the COLIN Group, no employee may offer, promise, give, solicit or obtain, directly or indirectly, any undue advantage in return for another advantage or in a manner intended to influence a professional decision (particularly in purchasing and sales).

Gifts and invitations may be perceived as acts of active or passive corruption. The following are prohibited: cash (or cash equivalents), gifts offered during "strategic" periods (tender procedures, contract signature, etc.), and any advantage granted to a public authority. Within the COLIN Group, any gift or invitation with a value exceeding EUR 100 requires the prior authorisation of the employee's line manager.

## \* **Accuracy and integrity of accounting and financial information**

The COLIN Group provides accurate, fair and reliable accounting and financial information that gives a true and fair view of the financial position, operations and assets and liabilities. The accounts are regularly reviewed and certified by external bodies (statutory auditors, etc.).

# ETHICS & SOCIAL IMPACT

## \* **Food quality and safety**

Food quality and safety are a priority for the COLIN Group. Training programmes aimed at strengthening to food safety culture across all staff and operations (senior management, purchasing, sales, quality, production, R&D, sales administration, packaging and logistics) are planned at regular intervals. This approach is based on the FSSC 22000 standard. All products supplied by the COLIN Group comply, at a minimum, with applicable legislation.

## \* **Transparent and responsible information**

The COLIN Group communicates in a transparent and responsible manner, on the basis of reliable information. Communications must be accurate, complete, up to date and verifiable.

## \* **Respect for the environment**

The COLIN Group endeavours to limit its environmental footprint at every stage of the life cycle of its products and services (purchasing, production, packaging, transport, end of life). An environmental charter is currently being rolled out to list all the measures implemented internally and the steps to be taken to improve our environmental impact.

# ETHICS & COMMUNICATION

## \* **Distribution of the Code**

This Business Ethics Code is distributed to all managers and employees and is brought to the attention of our external stakeholders.

## \* **Responsibility for implementation**

Every employee is responsible for applying the Business Ethics Code, regardless of their role or level of responsibility. Each employee or stakeholder undertakes to comply with this Code of. Any failure to comply may have significant consequences for the COLIN Group, and the offender may be subject to disciplinary measures in accordance with applicable laws and collective agreements.

## \* **WHISTLEBLOWING MECHANISM**

The COLIN Group has implemented a professional whistleblowing mechanism that complies with applicable legal requirements (transparency, anti-corruption, protection of whistleblowers). This mechanism guarantees strict confidentiality regarding the identity of whistleblowers, the persons concerned and the information collected. It is accessible to all employees and stakeholders on the website.



ERIC COLIN  
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COLIN Group

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