

VITAPRO 

GLOBAL SUPPLIER CODE OF CONDUCT

VTP-K-CP-00-001



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1. General Overview

Our commitment

We seek to transform aquaculture to nurture the future developing integral, cost-efficient and sustainable solutions.

We seek to transform aquaculture to nurture the future. We are one of the 10 most relevant companies in global aquaculture, and for more than four decades, we accompany the development of this industry in Latin America, with operations in Ecuador, Chile, Honduras, Guatemala, Nicaragua, Peru, Costa Rica, and Panama.

We focus in ensuring fish and shrimp nutrition with an optimal and cost-efficient conversion for our clients, the Latin American aquaculture industry.

To achieve this, our value proposal focuses on co-creating sustainable integral solutions, focused towards the needs of said clients, which contribute to the farming production reaching better precision and productive efficiency.

Our solutions combine the best nutritional formulas with a comprehensive consultancy which sees the productive, health, digital-analytic, among other aspects; as well as the development of digital tools and Ad Hoc technologies for the Latin American reality.

Our industry recognizes that we are pioneers in developing and transferring knowledge and skills to the markets in which we participate.



Our backgroundt

We are a part of Alicorp, a mass consumer company reference in the Latin American market, which counts with more than 150 brands and a solid presence in Peru, Bolivia, Ecuador, Chile, Uruguay, Honduras and Colombia.

Purpose

Transforming aquaculture to nurture the future.

Vision

Being a world reference in sustainable and high value feed solutions for aquaculture

Mission

Creating value for our clients, with sustainable nutritional solutions, backed by market knowledge, innovation, technical assistance and high-quality standards.

Strategical Pillars

In alignment with Alicorp, our strategy is based on three pillars on which we seek to prepare towards the future.

1. Growth



We seek to be leaders in the different categories, platforms and industries in which we compete. Thus, we focus on two main objectives: creating opportunities in the Andean Region where we believe we can better replicate our competitive advantages, and expanding in high-return of estimated capital businesses and platforms. Our commitment is to continue growing sustainably over time.

2. People



We strengthen our culture and ensure talent through development of functional and leadership capabilities in our people. This impules the fulfillment of our growth goals. Likewise, we share knowledge and experiences, and we carry the “Only one Alicorp” mentality wherever we go. We also work in strengthening our Good Corporate Governance.

3. Efficiency



We promote and reinforce an efficiency culture, with the goal of obtaining optimal resource allocation. Consequently, we continuously prioritize with emphasis on simplicity and agility, with the commitment to discipline our expenses, making continuous monitoring to diverse efficiency indicators. Likewise, we are rigorous in our investments and we generate synergies.

Values that guide our path



Leading with passion

We are passionate leaders in everything we do. We are entrepreneurs, with a winning spirit and courage. This drives us to innovate and transform markets.



Respect

We are honest and upright. We respect our people, customers, consumers, the environment and the community in which we live. We welcome different points of view and communicate clearly.



Connection

We feel the organization's objectives as our own and we fulfill them with high standards of excellence and responsibility. We work as a team and challenge ourselves to our best, knowing that, with our work, we contribute to generate value and well-being for people.



Acting with agility and flexibility

We are an agile and flexible team, we know how to take risks, learn from our mistakes and celebrate our successes with humility.



Trust

We live in an environment in which people feel safe to speak their minds. We genuinely trust our people and their talents, and empower them to make the best decisions.

1.1. Introduction

Vitapro is constantly working to develop a responsible and high standard supply chain. We are aware that we are a fundamental part of aquaculture and that the relationship with our suppliers is crucial to accomplish a sustainable, efficient and responsible value supply chain.

The Supplier Code of Conduct presents the minimum standards of integrity and business conduct that Vitapro expects from third parties with whom it has business arrangements, and expects them to require the same standards of integrity and conduct from their personnel and anyone outside their organization who is involved in the supply of products or the provision of services to or with Vitapro.

With this code of conduct, suppliers who have a commercial relationship with Vitapro take knowledge and responsibility to ensure compliance with the norms and criteria of global standards that are in line with the objectives of sustainable development.¹

1.2 Compliance with this Code, Laws and Regulations

Suppliers must comply with applicable local and international laws and regulations and with this code. To the extent that any law or regulation is more restrictive than this code, that law or regulation shall govern.

Vitapro requires that this document be shared internally within our suppliers' organizations and, if applicable, transmitted to external parties and locations where the ingredient they supply to us is produced.

¹For more information regarding sustainable development goals (17 SDGs), check: <https://www.un.org/sustainabledevelopment/>

1.3 Due diligence and control

Vitapro is committed to monitoring compliance with its internal norms and policies, and expects suppliers to implement processes and controls to comply with this code.

Non-compliance with this code by suppliers will entitle Vitapro to immediately suspend purchases and commercial agreements.

Vitapro reserves the right to coordinate an evaluation with suppliers to verify compliance with this code. This evaluation, review or audit is intended to commit the organizations to comply with the established requirements and validate the information provided.

1.4. Conflict of Interests

In Vitapro we constantly instruct our associates the duty to act honestly and ethically avoiding situations that mean or could mean a conflict between personal interests and those of the company.

1.5. Fair and Ethical Relations

At Vitapro we forge our business relationships under the premise of respect, fairness and rigorous ethical standards.

Suppliers must maintain fair and transparent trade mechanisms in their commercial relationships with Vitapro and third parties, where respect, fairness and ethics are the primary values.

1.6. Forced or compulsory labor

Vitapro does not participate in or support forced or compulsory labor or human trafficking, in fact, it opposes and does not tolerate it.

Suppliers must not use or support, in the development of their operations, work demanded by threats of any kind or against the will of individuals.

1.7. Protection of children and youth workers

Vitapro seeks to ensure that throughout its supply chain it complies with the abolition of child labor according to each country's legislation.

Suppliers in countries that allow child labor in certain circumstances must ensure that such work is not hazardous or detrimental to the child's physical, mental, social or moral health, and does not interfere with the child's school or vocational education.

Suppliers must have robust systems in place to ensure that young workers are protected from harm.

1.8. Discrimination

Vitapro has policies that ensure equal treatment of all persons, including: hiring process and conditions, wages and benefits, working conditions, job assignments, training, promotions and other employment opportunities, disciplinary practices, termination and retirement; all regardless of gender, legal status, nationality, caste, race, age, sexual orientation, ethnicity, disability, pregnancy, maternity or paternity, marital status, religion, affiliation, political opinion, employment status or union membership.

Vitapro is equipped with effective communication channels, procedures and supervision to ensure that harassment, abuse or exploitation do not occur in the workplace.

Suppliers do not condone or encourage discrimination against individuals and must have policies, procedures and controls in place to ensure that measures are taken to address the challenges and discrimination faced by particular individuals, incorporating at a minimum the areas stated in the first paragraph of this section.

1.9. Safe and healthy work environment

Vitapro is committed to providing a safe and healthy working environment in line with internationally proclaimed human rights and works to ensure that the right to a safe and healthy working environment is fulfilled throughout its supply chain.

Suppliers shall ensure that all workers perform their work in an environment where health and safety risks are controlled, applying measures to reduce the risk of accidents or fatalities.

Suppliers must have an effective occupational health and safety management system in place and evidence of the above.

1.10. Freedom of association and collective bargaining

Vitapro provides an environment for its workers, where they have the right and freedom of association and the effective recognition of the right to collective bargaining.

Suppliers must inform and allow their personnel to legally form and join organizations freely and peacefully.

1.11. Transparent hiring of employees

Vitapro has a commitment and policy of equal employment opportunity for all. All employees receive, understand and maintain clear written information about the terms and conditions of their employment.

Suppliers must not discriminate against any person in their employment selection and hiring processes and must ensure that their hiring policies and processes are transparent and equitable.

1.12. Legal wages and working hours

In compliance with national regulations, we ensure equitable salary ranges regardless of gender. The Human Rights approach guides our stance against discrimination, promoting fair and equitable relationships.

Vitapro complies with applicable laws and regulations regarding wages, working hours, breaks and vacations of all its workers at a level that promotes productive working conditions, safeguarding the physical and mental health of people. Suppliers must establish clear policies and processes that guarantee compliance with applicable labor laws in the country or countries where they operate, addressing the aforementioned aspects.

1.13. Disciplinary practices and grievance mechanism for workers

Vitapro has clear, transparent and objective hygiene and order procedures and regulations, ensuring dignity and respect towards its associates. All Vitapro employees know and have access to communication channels to report any situation contrary to our policies or corporate ethical commitments.

Suppliers must ensure that they have processes in place that clearly establish disciplinary procedures that ensure compliance with their internal regulations or codes of conduct to provide a good working environment and efficient work performance.

Suppliers must provide, communicate and guarantee access for their workers to grievance mechanisms for adverse situations, providing a framework for dialogue between the parties.

1.14. Appropriate accomodation

When required by the work performed by employees, Vitapro maintains mechanisms to ensure that accommodations, including sleeping and living spaces, provided for personnel or their families are safe, whether owned, rented or contracted to a service provider; this includes the provision of security systems, emergency/escape routes, ventilation, adequate protection against heat, cold, noise, odors and dust, as well as adequate privacy, including separation by gender if required.

1.15. Participation with the community

In Vitapro we consider important the development and wellbeing of the communities surrounding our facilities. Listening to and actively engaging with communities allows us to strengthen our social initiatives and management tools, with the objective of generating a positive impact. Some examples of participation could include: investments, volunteering experiences, actions and programs.

Vitapro maintains long-term community relationships based on a significant commitment to positive impact and respect, establishing mutually beneficial relationships with the communities where we live and work.

Suppliers shall maintain community engagement programs based on meaningful and constructive commitment. Our suppliers and their suppliers shall proactively engage with the local community, identifying and mitigating significant social impacts resulting from their activities.

1.16. Indigenous Peoples and their communities

Vitapro recognizes and respects the rights, cultures and traditional territories of indigenous and tribal peoples. We seek to promote the culture, heritage, life systems, customs, beliefs, rites and socio-cultural practices of the indigenous communities existing in the areas of influence of our operations.

Suppliers shall maintain proactive communication and engagement mechanisms with indigenous and tribal peoples in order to identify, avoid and mitigate significant social impacts resulting from their activities.

1.17. Environmental protection

Vitapro is committed to minimize the direct and indirect environmental impacts of its operations and supply chain to continuously improve its environmental performance, through compliance with all applicable environmental laws and regulations, for which it continuously monitors these commitments.

In order to improve sustainability and efficiency in different areas, the following plans have been developed and implemented:

- Water Conservation and Efficiency Plan (WCEP), developed to reduce water consumption due to inefficient practices. This plan includes the identification of responsible practices and measures to abandon inadequate practices, promoting the responsible use of water within a reasonable period of time.
- Waste Management Plan (WMP), which has been documented to improve waste management and resource recovery wherever possible. The plan addresses the identification of responsible practices and the removal of inappropriate practices, with the objective of reducing waste creation.
- Effluent Management Plan (EMP), to reduce negative impacts on receiving waters, thus protecting ecosystems and human health. This plan includes the identification of responsible practices and measures to abandon inadequate practices, as well as leak prevention and response protocols.
- Energy Efficiency Management Plan (EEMP), designed to improve energy efficiency and increase the ratio of energy from renewable sources. The plan focuses on identifying responsible practices and removing inappropriate practices, with the goal of moving towards greater energy sustainability within a reasonable timeframe.

Vitapro expects suppliers to take responsibility for operating in compliance with legal requirements and protecting the environment. Suppliers must work to maintain practices to counteract potential environmental impacts throughout their chain of operation by ensuring the efficient and sustainable use of resources in their operations and in the locations where they purchase their products or services.

Suppliers shall ensure that measures are taken to mitigate any negative environmental impact either on the environment or local communities, considering at least the following aspects:

- Taking action for the climate,
- biodiversity,
- care for ecosystems,
- waste management,
- emissions mitigation
- and water scarcity

1.18. Continuous Improvement

Suppliers should drive their internal processes to be focused on continuous improvement and problem solving in an effective manner, mainly considering the following requirements:

- Risk-based approach
- Trackability
- Food Quality and Safety
- Environmental protection
- Occupational health and safety
- having procedures and records in place that provide evidence of the implementation of a continuous improvement process.

1.19. Confidentiality and information protection

Vitapro respects the privacy and confidentiality of information relating to or pertaining to its customers, its partners/managers and its personnel, and others with whom it maintains business relationships.

Suppliers must protect personal data and confidential information from unlawful and unauthorized use, disclosure, access, loss, alteration, damage and destruction, as required by Vitapro's protocols and applicable laws and regulations.

1.20. Intellectual Property

Vitapro commits to protect its intellectual property and to respect the valid intellectual property rights of third parties.

Suppliers must respect the intellectual property rights of Vitapro and others.

1.21. IT security

Vitapro is committed to protecting the information entrusted and managed to it, as well as physical and IT assets, through the design, development and implementation of information security controls.

Suppliers must use security controls that comply with the requirements to maintain and protect information, including physical and electronic assets obtained from Vitapro and third parties.

1.22. External Communication

Vitapro commits to use its own external means of communication, such as social media platforms, web pages, etc., in a responsible, correct and respectful manner in its public communications.

Vitapro expects suppliers to refrain from engaging in disrespectful, unprofessional, harassing, defamatory, discriminatory and prohibited activities on its proprietary media and social networking platforms, as well as acting or speaking on behalf of Vitapro without its authorization and consent in any public form.

2. Product features

Our brands are synonymous with trust

Nicovita and Salmofood serve the needs of shrimp and fish producers in Latin America with feeding solutions and services with a wholesale perspective.

Our products are elaborated with raw materials and ingredients selected with the highest quality and safety standards that guarantee an optimal performance in growth, quality and animal health.

NICOVITA

SALMOFOOD 

Product quality and safety

Consumers and markets are increasingly involved in the sustainability of aquaculture products. It is in this environment that we, as Vitapro, take special care of the quality of our products for the benefit of all actors in the value chain and, even more so, of our customers.

Our Nicovita and Salmofood brands are widely valued for the quality of their products. This allows us to contribute to the growth of our aquaculture customers, bringing high quality food to the tables of thousands of people around the world.

Modelo de Calidad en Vitapro



Principles

2.1. Supply principle

- **Climate action:** Suppliers will strive to develop a carbon footprint calculation considering a cradle to gate life cycle analysis. In addition, suppliers will provide information on their water footprint per unit of product if required.
- **Safekeeping chain:** Suppliers must provide evidence that correct tracing is monitored throughout the value chain and have an effective inventory accounting system in place to prevent the mixing of certified and non-certified products or any attempt at fraud in the supply chain under national and international regimes. Suppliers have identified the critical points or locations of the raw materials and/or ingredients they move, where there are risks of loss of traceability or inventories. In addition, suppliers implement preventive and corrective measures for identified risks.
- **Traceability:** The supplier of a basic raw material (a raw material of vegetable or animal origin that has not been subjected to a manufacturing process) must indicate its origin. In the case of suppliers of ingredients (raw material from the processing of a basic raw material²), they must indicate the origin of the basic raw material, which was used to manufacture that ingredient. Suppliers must have a verifiable system that identifies the origins of all the products they sell. In this way, suppliers report the different origins that a given product may have. For ingredients of a vegetable or animal nature, it is requested that the documented information on their origin includes country, region, production plant, production and/or cultivation site when applicable. In the case of marine ingredients, the documented information on their origin must contain Country, region, producing plant, FAO fishing zone, species even if it is a by-product.
- **Audits:** Suppliers should make efforts to be audited to validate their good practices in the supply chain. This means obtaining certifications of strict sustainable programs and standards, which, if they have them, must be communicated.

²For example, soy concentrate from soybeans.

2.2. Principle for suppliers of ingredients of agricultural origin

2.2.1. Manufacturing criteria for plant-based ingredients

In the case the supplier is not the manufacturer, the supplier must reach out to the manufacturer and report the situation considering the following criteria with regarding what is supplied to Vitapro in the event that they are requested.

- **Nutrient management in agriculture:** Manufacturers should have a crop or soil management and food safety plan.
- **Use of pesticides, agrochemicals and fertilizers:** Manufacturers must ensure that they prevent the risk of cross-contamination by these inputs, aligning their use to best practices, for example: Pesticide Action Network International (PAN) which uses the "International Code of Conduct on the Distribution and Use of Pesticides".
- **Genetically Modified Organisms:** Manufacturers must communicate whether plants are genetically modified organisms (GMO).
- **Resource efficiency:** Manufacturers will strive to maintain practices to promote energy efficiency, as well as efficiency of water use and consumption.
- **Land use and land-use change:** To ensure accountability, manufacturers must act in accordance with national laws and industry agreements regarding land-use change.
- **Ecosystems:** The manufacturer promotes an understanding of the biodiversity of the area of influence of its facilities, establishing a baseline on the biodiversity of the area when considered. Manufacturers should report on the negative impacts of their operations on ecosystems and whether actions are taken in response.
- **Deforestation and/or conservation:** Manufacturers are aware that the expansion of agricultural land through deforestation of forests and conversion of other natural ecosystems requires a roadmap. This roadmap must establish an ethical supply chain that ensures that no areas of illegal deforestation are used and that an accountability framework is developed considering the principles of the Accountability Framework initiative (AFi).
- **Expansion of agricultural land:** When expanding, manufacturers use designated lands that are degraded and not of ecosystem value, conservation zones or protected areas.
- **Land rights:** Manufacturers respect land ownership and use rights, especially those of indigenous peoples.

³The code established by the Food and Agriculture Organization of the United Nations (FAO)

- **Community relations:** Part of a sustainable chain, social work and work with communities is to promote shared development in all areas, which is why manufacturers will promote local growth.
- **Risk assessment:** Manufacturers should have a food safety verification program for raw materials and finished product for control.
- **Sustainability plan:** Manufacturers are aware of international agreements on sustainability and of the commitments established by the country of origin in these agreements. Suppliers are aware of the need to uphold commitments and/or targets associated with the reduction of greenhouse gas emissions.
- **Better practices:** Manufacturers' management systems shall promote the implementation of best manufacturing practices and best farming practices according to the scope of their operations.

2.2.2. Manufacturing criteria for (land) animal-based ingredients

In the case the supplier is not the manufacturer, the supplier should reach out to the manufacturer (even if the ingredient comes from a by-product) and report the situation considering the following criteria regarding what is supplied to Vitapro in case they are requested.

- **Livestock nutrient management:** Manufacturers' production plans will be oriented towards optimization.
- **Use of antibiotics:** Manufacturers must use antibiotics according to a veterinary medical prescription that guarantees the supervision and approval of the use of these inputs by a veterinarian.
- **Animal wellbeing:** It shall be encouraged that animals used for manufacturing live in adequate conditions, for example: access to fresh water, light, contact with their peers, quality food, medical care, and a good resting place.
- **Resource efficiency:** Manufacturers will strive to maintain practices to boost their energy efficiency, as well as the efficiency of water use and consumption.
- **Ecosystems:** The manufacturer promotes an understanding of the biodiversity of the area of impact of its facilities, establishing a baseline on the biodiversity of the area when considered. Manufacturers should report on the negative impacts of their operations on ecosystems and whether actions are taken in response.
- **Land rights:** Manufacturers respect land ownership and use rights, especially those of indigenous peoples.

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2.3. Principle for suppliers of ingredients of marine origin.

2.3.1. Manufacturing criteria for marine ingredients

In the case the supplier is not the manufacturer, the supplier should reach out to the manufacturer (even if the ingredient comes from a by-product) and report the situation considering the following criteria regarding what is supplied to Vitapro in case they are requested.

- **Better practices:** Manufacturers' management systems will promote the implementation of the best manufacturing practices, best aquaculture practices, and sanitary management. Sanitary management includes the appropriate use of antibiotics in fish that are used to manufacture ingredients for human consumption.
- **Resource efficiency:** Manufacturers will strive to maintain practices to boost their energy efficiency, as well as the efficiency of water use and consumption.
- **Mortality:** When manufacturers supply ingredients of marine origin that are by-products, they must ensure that mortality is not natural.
- **Fishery management program:** It is recommended that manufacturers have and be involved in a Fishery Research Fund or a Fishery Improvement Project.

- **Sourcing:** Manufacturers work with ISEAL Code⁴ compliant organizations. The basic raw material must ultimately be sourced from "MSC fisheries⁵".
- **Fisheries management framework:** Manufacturers take measures that are based on the long-term conservation of the marine ecosystem, taking into account fishery extractions and species biology. Management in fishing areas, when necessary, should be complemented with scientific information on the geographical distribution of species, assessment of target species and the effect on non-target species.
- **Fishing level:** Manufacturers should ensure that they are supplied by fisheries that work with fishing levels set in accordance with scientific resolutions or recommendations from recognized official organizations. Fisheries should work with a precautionary principle for the conservation of these fish.

⁴ISEAL: International Social and Environmental Accreditation and Labelling Alliance

⁵MSC Fisheries: Well-managed and sustainable fishery, reflecting current and internationally accepted knowledge in the field of fisheries science and management

3. Approval of the Supplier Code of Conduct

The representative states that the company agrees with the following:

- They shall communicate and verify the application of this code of conduct within the company, its suppliers and to the corresponding external parties.
- They accept Vitapro's intervention in case of suspicion of non-compliance at any point.
- The company plans, verifies, carries out and takes corrective and preventive measures to comply with the principles established in this code.
- Information shall not be concealed or manipulated in order to comply with the code of conduct.
- The company is aware of the possibility Vitapro has to take measures in case of non-compliance with this code of conduct.
- The company is aware of the possibility that Vitapro has to review the company's work and revise the points of principle.
- They shall inform Vitapro of any relevant changes in relation to compliance with this code.

The undersigned is an authorized representative of the company and has the authority and permission to act on behalf of the company:

- Name of the company:
- Name of the representative:
- Commercial address:
- Date:
- Signature:

Fabricio Vargas Elias
CEO Vitapro S.A.

VITAPRO 