



Headquarters CSR Code of conduct

TROPICORE SA

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1. Introduction

Through its activities, TROPICORE SA commits to purchase and sell natural rubber which has been produced responsibly and sustainably, throughout its value chain, in accordance with the 12 principles of the Global Platform for Sustainable Natural Rubber (GPSNR).

While most of actions are undertaken in the field, at the farmer level, it is also possible for us to act at our level and initiate a dynamic process of environmental and social improvement (including occupational health and safety and business ethics) of our marketing activities, to enhance the management as well as the behaviour of members of our staff, and, ultimately, to implement all our actions with a view to sustainable development.

TROPICORE SA's Natural Rubber CSR Policy is the reference on which the development of this code of conduct is based. Thus, we will focus our efforts on the following principles:

- **The respect and alignment to national and international applicable regulations**
- **The respect and protection of Human Rights**
- **The protection and conservation of natural resources**
- **The improvement of management practices**

This Headquarters CSR Code of conduct applies to:

- all the activities of TROPICORE SA, located at the level of its head office and its unit of the establishment;
- suppliers of goods and services to the head office and the unit of the establishment.

Commitments related to purchases and sales of natural rubber are covered by the Natural Rubber CSR supplier Code of conduct.





2. Principles

The following describes the main principles on which we base our CSR commitment.

I. The respect and alignment to the national and international applicable regulations

TROPICORE SA commits to respect the national and international regulations relevant to its operations.

TROPICORE SA will not tolerate any form of corruption, active or passive, of any type, whatever the jurisdiction, even where such practices are practically accepted, tolerated or exempted of judicial proceedings.

For any act of corruption which will be reported, a corrective action will be taken towards the employee, the supplier or the client.

In matters of business ethics, TROPICORE SA is committed to

- Fight against and not tolerate any money laundering proposal, especially in the form of large payments in cash;
- Adopt a fair behaviour towards its competitors;
- Safeguard intellectual property and protect the confidentiality of all information, including that received from a third party;
- Protect client data from unauthorized access or disclosure;
- Prevent and resolve conflicts of interest;
- Prohibit all consumption of alcohol or drugs when concluding commercial contracts;
- Do not use its strong position to unilaterally impose clauses in purchase or sale contracts;
- Not to participate in political activities on its behalf;
- Establish and maintain a monitoring and control mechanism to establish, verify and support ethical behaviour;
- Establish and maintain a mechanism to facilitate the reporting of unethical conduct, without fear of retribution.





I. The respect and protection of Human Rights

For activities at the head office and in the unit of the establishment, respect for and protection of human rights is essentially reflected in provisions relating to labour law.

TROPICORE SA commits to:

- Protect the safety and health of all staff members by preventing injuries, deterioration of health, illnesses and incidents;
- Comply with the provisions of legislation and regulations relating to occupational health and safety, as well as voluntary programs, collective agreements on occupational health and safety and other commitments to which TROPICORE SA has subscribed;
- Fight against and not tolerate harassment, violence or all types of abuse at work;
- Fight against and not tolerate any discrimination linked to gender, civil status, sexual preference, religion, political opinion, affiliation to a trade union, ethnic group, nationality, age, origin, social status, physical or mental disability, or any other characteristic and support for equal opportunities;
- Ensure that workers and their possible representatives are consulted and encouraged to participate actively in all aspects of the OHS management system.

II. The protection and conservation of natural resources

For activities at the head office and in the unit of the establishment, the protection and conservation of natural resources mainly concern the environmental aspects encountered in an urban fabric.

TROPICORE SA is committed to:

- Ensure control and aim for a maximum reduction in the consumption of all types of energy (thermal, electrical, etc.);
- Use alternative and renewable energies;
- Ensure control and aim for a maximum reduction in water resource consumption;
- Improve the quality of the discharged water, in particular by reducing the use of harmful products;





- Prevent the production of waste through the purchase and rational use of products generating little waste and / or less harmful waste;
- Actively participate in selective waste collection implemented by public authorities and the private sector;
- Provide for take-back obligations when purchasing any good, if the good allows it ;
- Reduce the nuisance caused by travel related to the company's activity, and in particular travel between home and workplace;
- Consider the opportunity of gradually replacing the company's fleet of vehicles with less polluting vehicles;
- Limit direct or indirect emissions of atmospheric pollutants, in particular linked to energy consumption (transport, heating);
- Put in place measures to prevent any risk of infiltration of pollutants into the soil;
- Greening the surroundings of buildings and enhancing the development of native flora and fauna;
- Limit the use of chemical fertilizers, pesticides and herbicides;
- Fight against soil sealing.

III. The improvement of management practices

The implementation of these commitments requires human and financial resources and good management practices; to this end, TROPICORE SA commits to

- Designate at least one person responsible for implementing these commitments, giving him the financial means and the necessary time;
- Empower and involve staff in the responsible management of the company, through awareness, information and education in behaviour that respects the environment and the social rights;
- Give priority to the choice and good practice of the best available technologies in order to prevent, eliminate or reduce any pollution and to preserve natural resources;
- Encourage the purchase of goods and services from suppliers and subcontractors chosen on the basis of environmental and social criteria;

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- Aim for a constant and gradual improvement in environmental and social performance, by setting priorities according to their risk and the activities of the company;
- Be part and collaborate, to the extent of the means available, in the success of environmental, social and societal plans at international, regional and municipal level, including with multi-stakeholder collaboration.

3. Implementation / Management System

These commitments must be implemented and be part of a continuous improvement process. To this end, TROPICORE SA undertakes to establish a management system based on the "Plan-Do-Check-Act" methodology which breaks down into these steps:

- Carry out an analysis of the environmental and social risks of the activities;
- Establish a multi-year environmental and social program specifying the priority areas of intervention chosen on the basis of the risk analysis, the actions to be undertaken, the improvement objectives programmed over time, the organizational structure, responsibilities, possible procedures and resources;
- Carry out the planned actions;
- Regularly and periodically assess the targeted environmental and social performances;
- Define new objectives and actions based on the results obtained;
- Write an annual report assessing the progresses made and make this report available publicly and to anyone asking for it.



TROPICORE SA
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