

## **Ethics & Compliance Committee**

The LFF Group has an Ethics & Compliance Committee whose purpose is to address issues related to business ethics and compliance. Its missions are:

- To monitor and update internal reference documents that gather our standards and ethical values.
- To arbitrate risk situations.
- To raise alerts regarding HR non-compliance.

The Committee meets upon the request of its Chairperson or any member if it is deemed necessary to discuss a specific issue. It can also be contacted by any employee (permanent or occasional) for:

- Any ethical question or arbitration due to new situations linked to changes in the scope of activity.
- Any analysis of a risk situation requiring an opinion in line with the group's values, while remaining compliant with applicable laws and regulations.

Contact: [ethic@labeyrie-fine-foods.com](mailto:ethic@labeyrie-fine-foods.com)

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## **Whistleblowing System**

The LFF Group has a whistleblowing system that allows reports of behaviors, situations, or information concerning unlawful acts (theft, fraud, anti-competitive practices, environmental harm, food safety breaches, harassment, discrimination...) or behaviors contrary to the LFF Group's "Ethical and Business Conduct Code."

This system is open to anyone working within the LFF Group (employees, external or occasional collaborators – interns, service providers...), as well as our external stakeholders (suppliers, intermediaries, clients).

## **LFF Reporting Platform**