

Supplier Code of Conduct



Our commitment

Cono Group is a family-owned agribusiness committed to conducting business with integrity, in compliance with the law, and with respect for human rights, labor standards, and the environment. As a signatory to the United Nations Global Compact and a supporter of the Universal Declaration of Human Rights, we promote responsible sourcing and expect our partners to uphold the same values.

This Supplier Code of Conduct (“the Code”) outlines the minimum standards of ethical, legal, and professional conduct expected of all third parties providing goods or services to Cono Group, including its subsidiaries and affiliates. Compliance with this Code is a condition of doing business with any Cono Group entity and may be referenced in contracts, purchase orders, or onboarding documentation.

Every supplier of Cono Group is required to sign a declaration of compliance to acknowledge and confirm their compliance with the principles and requirements of the Code.



Legal and Ethical Business Conduct

Suppliers must comply with all applicable laws and regulations in the countries where they operate. In addition to legal compliance, they are expected to act with honesty, transparency, and professionalism in all dealings with Cono Group entities.

Bribery, corruption, facilitation payments, and misuse of funds are strictly prohibited, whether carried out directly or through third parties acting on the supplier’s behalf.

Confidential information shared by Cono Group—including financial, operational, technical, or personal data—must be used only for its intended purpose and protected against unauthorized access or disclosure.

Suppliers must avoid any actual or perceived conflicts of interest that could compromise objectivity in relation to Cono Group. Any such situation must be disclosed promptly.

Business records relating to Cono Group must be accurate, complete, and made available upon reasonable request, particularly in connection with audits, compliance checks, or regulatory requirements.

Labor, Health, Safety, and Environmental Responsibility

Suppliers are expected to respect fundamental human rights, provide safe and fair working conditions, and operate in a manner that minimizes harm to people and the environment.

All work must be voluntary. Suppliers must comply with applicable labor laws, including those governing working hours, wages, benefits, and workplace conditions. The use of child labor, forced labor, or any form of modern slavery is strictly prohibited.

Suppliers must ensure a healthy and safe working environment, take reasonable steps to prevent accidents and occupational illness, and comply with all relevant health and safety regulations.

Environmental obligations must also be taken seriously. Suppliers are expected to comply with applicable environmental laws and take practical measures to reduce waste, emissions, and environmental risks in their operations.

Supply Chain Responsibility

Suppliers must promote the principles of this Code across their own supply chains and take reasonable steps to ensure that subcontractors, agents, and service providers acting on behalf of any Cono Group entity comply with applicable laws and ethical standards.



Reporting and Questions

Cono Group encourages transparency and open communication. Suppliers may contact the Procurement or Compliance team with questions or concerns. Reports, including those made anonymously, can be submitted at any time via the whistleblowing channel at speakup@cono-group.com. Retaliation against anyone reporting in good faith will not be tolerated.

Updates

This Code may be updated from time to time. Suppliers will be informed of material changes and are expected to comply with the latest version.

Oversight and Non-Compliance:

To ensure alignment with this Code, Cono Group may request documentation, conduct assessments, or perform site visits. Where concerns arise, suppliers may be required to implement corrective actions. Serious or repeated violations may result in suspension or termination of the business relationship. Where required by law, breaches may also be reported to the appropriate authorities.

