



SUPPLIER CODE OF CONDUCT

Introduction

From the beginning, PureCircle has dedicated our business to producing the highest quality stevia product by integrating sustainable and ethical business practices into each step of the stevia supply chain. From farmer to consumer, the company takes great strides to ensure its stevia can be a source of social, environmental and economic benefit for the communities where we do business. As a global company, PureCircle strives to work with suppliers from around the world that are committed to our universal principles of operating their business in a responsible and ethical manner, respecting the rights of individuals, and helping to protect the environment.

Our suppliers are required to sign an agreement pledging compliance outlined in the PureCircle Supplier Code of Conduct listed below. In addition, verification of compliance is subject to audits by PureCircle or a third party designated by PureCircle. Failure to comply, or failure to work with PureCircle to correct non-complying situations, are grounds for immediate termination.

Code of Conduct for Suppliers

This document describes the minimum standards that all PURECIRCLE' suppliers are expected to uphold. PURECIRCLE expect our suppliers to request similar standards for their suppliers and subcontractors.

1. General

PURECIRCLE is committed to ensure high standards related to social and environmental impact of our business.

PURECIRCLE expects that our suppliers have standards for ethics and corporate social responsibility in compliance with SMETA Best Practice Guidance

PURECIRCLE or a qualified third party can undertake inspections or audits of the supplier on site to assess fulfilment of criteria.

Suppliers that are in breach with basic standards for ethics and corporate social responsibilities can be rejected as a supplier to PURECIRCLE. For non-compliance with material standards for ethics and corporate social responsibilities, PURECIRCLE will work with the supplier to achieve improvements based on a mutually agreed improvement plan; or end the supplier relationship if improvements do not materialise.

2. Labour Standards

PURECIRCLE expects suppliers to observe basic labour standards:

- Freely chosen employment
 - Freedom of association and the right to collective bargaining
 - No child labour
 - No discrimination
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- No harsh or inhumane treatment
- Meet or exceed minimum wages in country of operation
- No excessive working hours
- Consideration of the rights of indigenous peoples

3. Health & Safety Management

PURECIRCLE expects suppliers to ensure that the working environment is safe and hygienic, taking into considerations of any specific hazards in a particular industry.

4. Environmental Management

PURECIRCLE expects suppliers to take measures to manage environmental impacts of their operations such as discharge, resource usage and waste.

Suppliers of raw material to PURECIRCLE must be able to document that the source is harvested responsibly

5. Anti-Bribery and Corruption

Suppliers shall maintain high ethical standards and sound business practices. Applicable local legal regulations shall be followed. Suppliers cannot give or receive incentives that could be deemed to constitute unacceptable remuneration in order to gain, retain or control business activities.

