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# DANONE'S CODE OF CONDUCT FOR BUSINESS PARTNERS

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DANONE

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# TABLE OF CONTENTS

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<b>01. SCOPE AND OBJECTIVE</b>	<b>4</b>
<b>02. BUSINESS PARTNER SELECTION PROCESS AND CONFLICTS OF INTEREST</b>	<b>4</b>
<b>03. ANTI-BRIBERY AND CORRUPTION, MONEY LAUNDERING, COMPETITION LAW AND INTERNATIONAL TRADE SANCTIONS</b>	<b>4</b>
<b>04. GIFTS AND HOSPITALITY</b>	<b>5</b>
<b>05. HUMAN RIGHTS</b>	<b>5</b>
<b>06. HEALTH, SAFETY AND THE ENVIRONMENT</b>	<b>5</b>
<b>07. AUDIT</b>	<b>5</b>
<b>08. RAISING A CONCERN</b>	<b>5</b>

*To be included in contractual terms and conditions. Equivalent wording may be used as long as the spirit of the code is not diluted*

## Clause 1: Scope and objective

### 1.1

Danone aims to form fair and ethical relationships with our Business Partners, including suppliers, distributors and all other Third Parties, collectively known for the purposes of this document as "Business Partners".

### 1.2

This Code applies to all Danone Business Partners.

### 1.3

This Code defines our ethical conduct expectations of our Business Partners. We are committed to treating these parties fairly and ethically, as set out in our Code of Business Conduct.

### 1.4

Acceptance and adherence to this Code (or provision of equivalent principles) is mandatory for all Business Partners.

### 1.5

Acceptance and adherence to this Code is understood to be confirmed by the Business Partner's agreement to undertake business with Danone (unless equivalent principles have been provided).

## Clause 2: Business Partner selection process and conflicts of interest

### 2.1

Danone reserves the right to conduct integrity screening on our Business Partners, as part of its selection process.

### 2.2

Business Partners are required to declare any potential conflict of interest prior to the start of the selection process..

## Clause 3: Anti-bribery and corruption, money laundering, competition law and international trade sanctions

### 3.1

Business Partners shall abide by all applicable anti-corruption, money laundering and competition laws.

### 3.2

Business Partners shall not engage in any form of bribery or corruption in order to obtain an unfair or improper advantage, whether actual or perceived.

### 3.3

Business Partners shall not participate in activities which could be seen as impeding competition.

## 3.4

Business Partners shall not have dealings with restricted parties and shall comply with all applicable international trade sanctions laws.

## Clause 4: Gifts and hospitality

### 4.1

Business Partners are prohibited from offering gifts or hospitality above a nominal value to Danone employees, Danone customers or other relevant stakeholders (such as government officials ) when working on behalf of Danone. Any gifts offered must be of a purely nominal value and must not be intended (or able to be perceived as such) to influence a business decision. Hospitality offered must be linked to business purposes, must be of an appropriate value and must not be intended (or able to be perceived as such) to influence a business decision. No gifts or hospitality may be offered during tender or contractual negotiations.

## Clause 5: Human rights

### 5.1

Business Partners are expected to protect and promote the human rights of their employees. We expect them to be fair employers and to respect international labor standards, including the core conventions of the International Labor Organization and legislation prohibiting slavery and human trafficking.

## Clause 6: Health, safety and the environment

### 6.1

Business Partners are required to abide by all applicable laws relating to health, safety and the environment in their work for Danone. We expect them to ensure that adequate measures are put in place to protect the health and safety of their employees, and to mitigate the environmental impact of their business operations as far as possible.

## Clause 7: Audit

### 7.1

Danone reserves the right to confirm Business Partner adherence to the principles set out in this Code of Conduct via on-site or desktop audits. If on-site audits are required the Business Partner will be given sufficient warning and the audit will not unnecessarily disrupt their operations.

## Clause 8: Raising a concern

### 8.1

Should you have any concerns regarding this Code of Conduct or its application please speak directly to your contact at Danone. If for any reason you would prefer to report a concern confidentially through another channel we also have a dedicated reporting tool available called

DANONE ETHICS LINE ([www.danoneethicsline.com](http://www.danoneethicsline.com)). This tool can also be used anonymously if needed.

### 8.2

Anyone who reports a genuine concern in good faith must not be retaliated against. All cases will be appropriately investigated and where breaches are found appropriate actions will be taken.