

**Roger & Roger**

A FAMOUS NAME IN SNACKS

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# ***Code of Conduct***

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# Roger & Roger: Code of Conduct

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## Introduction

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Roger & Roger was founded in 1999 and has since grown into one of the well-known producers of potato- and corn snacks. This family business, with its production site in Mouscron, has expanded its business the last years and distributes and exports its products for the private label market over more than 30 countries worldwide. Roger & Roger has become the selected partner of large clients in the retail market.

Working under the motto "A FAMOUS NAME IN SNACKS", we work hard every day to be dedicated and preferred suppliers of top quality crisps. We don't just supply a consumer product; we also work hard to build productive, long-term relationships with our private label customers, employees, suppliers and business partners.

All this has to be ensured in a spirit of respect for the health, safety, sustainability and development of every employee, the wellbeing of our employees, customers and suppliers by respecting all ethical and environmental standards and laws.

The mission of Roger & Roger is to be the preferred and dedicated supplier in the potato and/or corn snacks market. This mission goes along with the existing values that we incorporate in this Code of Conduct. The main goal of this Code of Conduct is to ensure the mission and the corporate values in our daily work.

We are aware that maintaining the trust of our stakeholders is important to achieve our goal. We want to give this trust content by complying with 7 principles, set out in this Code of Conduct. It is the management's responsibility to ensure that all employees are aware of and comply with these principles. The behaviour of each of our employees is decisive for the reputation of our company. Together we make this venture. And in order to make our activities a success, we must adhere to our Code of Conduct.

Chief Executive Officer

Yves De Vinck

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## Mission Statement & Corporate Values

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The Mission Statement of Roger & Roger is to be the preferred and dedicated supplier in the potato and/or corn snacks market.

Our corporate values are Quality, Efficiency, Innovation and Sustainability for the People, the Planet and the Product.

As a company, employer and business partner, we need to be ethical, fair, trustworthy and reliable to our employees, customers, suppliers and business partners.

### Focus on Quality

The food industry is led by strictly norms concerning quality procedures and standards. We make our production flow completely traceable, while we are IFS, BRC and GMP+ certified. Permanent evaluations, continuously upgrading the quality procedures, strict verification of incoming raw material, tests and verifications throughout the production process and on-line measurement systems enable our quality assurance. Roger & Roger realizes all steps in a HACCP guaranteed environment, to assure the safety of the product, with respect for the people, animals and the environment.

### Focus on Efficiency

Roger & Roger is known for its continuously investments in the newest technologies to further improve the quality and efficiency of our production flow and product.

We have our own in-house logistic department with a fully automated warehouse of raw materials and finished products.

### Focus on Innovation

The market demands nonstop innovation of flavours, products, packaging and raw material to be a competitive producer of potato- and corn snacks.

Therefore, Roger & Roger is organized that way, that research and develop on these domains is our daily aim. We answer the market demands (e.g. Baking with healthier oil,

fulfil to the allergens demands, researching new flavours,...) by continuous progress in R&D and all other departments.

### Focus on Sustainability

Roger & Roger is committed to produce and distribute its products in a sustainable way, as well for the planet, as for its product and its people.

By investing in waste water treatment, the re-use of water, heath and starch, Roger & Roger contributes to lower the ecological footprint. Furthermore, we also invest in optimizing water use and use of energy.

Not only in our own production flow, but also in our potato sourcing, we look for suppliers with varieties that require less nitrogen fertilizing. That way, we contribute to a better environment.

Located in the centre of Europe, Roger & Roger is well positioned to optimize logistics and reduce mileage.

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## Principles that need to be respected by all stakeholders

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Roger & Roger defined 7 principles in its Code of Conduct, which need to be respected by all stakeholders:

### 1. Our people are our key capital:

Roger & Roger regards employees as their most valuable asset by respecting all basic human rights. The current and future success depends to a great extent on the quality of its employees. Within the framework of applicable legislation and regulations, Roger & Roger will:

- refrain from any form of discrimination against employees in the performance of their duties, based on, for example, race, colour, gender, religion, political conviction, nationality or social origin
- respect the right of its employees to adhere to legally recognized unions
- exclude child labour and forced or imposed labour
- employ our people on the principle of equality

## **2. A well-being environment is looked after:**

We comply with all applicable health and safety laws as relevant to the workplace. We will look for continuous improvement on safety and health. All accidents and incidents are investigated, in order to determine and implement the improvement. Wherever we can, we create a safer working environment for our employees, taking the well-being into account.

## **3. We protect the environment**

Roger & Roger strives for an environmentally friendly and sustainable business. We want to limit the negative environmental impact of our processes and products as much as possible, in proportion to our business activities. In order to achieve a steady improvement in our environmental performance, a systematic approach is followed with regard to environmental care. In this way we contribute to sustainable development by meeting the needs of the moment, without depriving future generations of the opportunity to meet their own needs.

## **4. We take care of our relationships with our suppliers**

Roger & Roger only wants to do business with suppliers with a good reputation who are prepared to apply the Roger & Roger standards. The relationships with suppliers are benchmarked and evaluated with the aim of achieving continuous improvement in the areas of quality, services, etc.

## **5. We do not compromise in bribery and corruption:**

Our position on bribery and corruption is clear. Employees may not directly or indirectly promise, offer or provide an improper (financial) benefit to any person, including officers of a government or a government-controlled entity, to obtain or retain orders or services. Employees are also not allowed to use external parties to circumvent the prohibition of bribery and corruption. Employees may not accept any (financial) advantage that is intended to induce them not to comply with the prescribed work.

## **6. Roger & Roger clings to the protection of confidential information:**

Employees of Roger & Roger must ensure that confidential information is kept confidential and protected. Confidential information is information that exclusively belongs to the organization and that gives Roger & Roger a competitive advantage. It concerns information that, if made public, could lead to the loss of an existing competitive advantage. Information of this nature may not be provided to anyone outside the organization.

## 7. Conflicts of interest:

Roger & Roger requires its employees to avoid personal activities and financial interests that might conflict with the performance of their duties. Working at Roger & Roger means working in the interest of Roger & Roger.

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## Compliance Violations of the Code of Conduct

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This Code of Conduct communicates the basic principles that you and everyone else working for or with Roger & Roger need to respect. It applies to all Roger & Roger employees, as well to all stakeholders.

The executive board of Roger & Roger is responsible for ensuring that the Code of Conduct is communicated to, understood and complied by all employees.

It cannot anticipate every situation you may encounter; nor does it remove the need for using common sense and professional judgement. Every one of us is responsible for making it an integral part of our daily business.

You can help by

- ✓ Familiarising yourself with the Code of Conduct
- ✓ Upholding the principles
- ✓ Discussing it with your colleagues
- ✓ Speaking up if you perceive any possible violation of our Code of Conduct

If you have any issues you wish to raise or if you need more information on this Code of Conduct, you should turn to your immediate manager or any other manager. If you cannot or do not wish to discuss it with them, or if you are concerned that your manager has not acted upon your reports, you can contact the HR department.

Reporting and enquiries will be dealt with on a strictly confidential basis.