



idealfoods

Code of Business Conduct and Ethics

Operation

This Code of Conduct establishes the standards of behaviour that all employees must meet. It is not intended to list employees' legal and ethical obligations completely but to provide appropriate guidance.

The following Code of Business Conduct is designed to protect the Company and our customers.

1. Core Principles

Our reputation as an ethical company is one of our most valuable assets and crucial to our continued success. Idealfood's policy is to comply with all applicable laws and regulations.

We operate and conduct our business activities honestly, ethically and responsibly. We value fairness and integrity and respect each other. We are responsible for understanding and following legal and internal policy requirements that apply to our jobs.

We require that all of our employees conduct themselves according to the highest standards of ethics and integrity in their interactions with our customers, colleagues and other stakeholders. This includes but is not necessarily limited to, full compliance with all legal obligations imposed by statute or any other source of law. If you are ever in doubt about whether activities meet our ethical standards or compromise the Company's reputation, please discuss it with your supervisors or senior management.

2. Fair Labor and Employment Practises

Idealfoods will not use any form of forced or involuntary labour where people are forced to work against their will, including forced labour to work off debt, prison labour or human trafficking. We treat all personnel with dignity and respect.

Additionally, we will not use child labour, meaning a child younger than 15 years old or the local legal minimum age for labour if it is higher or lower, respectively.



In conformance with applicable local laws and regulations, Idealfoods respects the right of all workers to form and join trade unions of their own choice and to bargain collectively.

Idealfood is committed to maintaining a healthy, safe, productive work environment free from discrimination or harassment. All individuals are treated with respect and dignity and comply with all applicable local laws prohibiting discrimination and harassment.

3. Product and Service Safety

We strive to continually develop and implement programs in our operation that meet legal requirements to help ensure the safety of our products and services.

When becoming aware of any incidents or safety problems in connection with our products or services, we will promptly investigate the matter and take appropriate action.

Idealfoods strives to minimize the adverse environmental impacts of our own activities, products and services through a proactive approach and the responsible management of its environmental aspects.

4. Fair Business Practices

Our policy is to comply with all applicable antitrust, competition, and fair trade laws and regulations. These laws and regulations prohibit agreements or practices that fix, divide markets, limit production or otherwise impede or destroy fair competition.

Idealfoods prohibits corrupt practices, including bribery, payoffs, kickbacks, and other unlawful payments.

Our Employees may not use their position to derive or secure any personal, financial or other benefits for themselves or their relatives. An employee may not solicit or accept any gift or favour from any competitor, supplier or customer except to the extent customary and reasonable in amount and not in consideration for any improper action by the recipient.

5. Protection of Intellectual Assets

Idealfoods employees are expected to protect the assets of the Corporation and ensure they are used for legitimate business purposes only. Theft, carelessness and waste directly impact the business and profitability of Idealfoods. Therefore, any suspected incidents of fraud or theft should be immediately reported for investigation.

Confidential or proprietary information includes know-how, financial information, trade secrets, corporate strategy, and information about relationships with customers, suppliers and business partners. We may not disclose or distribute any confidential or proprietary information except authorized by the Company.



6. Ethical Personal Conduct

Employees have a duty of loyalty to Idealfoods and are therefore expected to always act in the Company's best interests.

Each of us should refer to applicable conflict of interest policies for guidance in any situation that might be, or appear to be, a conflict with Idealfoods interest.

Prompt and full disclosure is the key requirement should any such situation arise. In addition, we must faithfully notify a manager, supervisor or CEO so that the case can be reviewed and approved, if appropriate.

7. Responsible Business Conduct

A business decision must be made on an informed basis, in good faith and belief that the action taken is in the best interest of our Company. The decisions will not violate applicable laws, regulations or internal policies, and no personal interest or self-dealing is involved.

The directors of Idealfoods are responsible for monitoring compliance with this Code, regularly assessing its adequacy, interpreting this Code in any particular situation and approving any changes to it from time to time.

This Code is not meant to be a complete list of all legal and ethical obligations of our employees. However, idealfoods offers proper guidance by providing this Code to its employees, recognizing and resolving the legal and ethical issues that they may encounter while conducting the business Idealfoods. Failure to comply with the Code, other policies and procedures of the Corporation or applicable laws, rules and regulations may be reasons for disciplinary action up to and including termination of employment, may require restitution and may lead to civil or criminal action against individual employees and any company involved.

Each employee is responsible for becoming familiar with the principles set out in this Code and integrating them into every aspect of the business of Idealfoods. In addition, all senior management employees must personally certify that they understand the continuing obligation to comply with this Code.

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