

## THE CALIFORNIA TRANSPERENCY IN SUPPLY CHAINS

At Bio D, we live by our philosophy each day. For this reason today we would like to inform you that we have voluntarily adopted the "California Transparency in Supply Chains Act" guidelines as part of our commitment to foster the eradication of human trafficking risks and slavery in the chain, and the following are our measures:

**Verification:** Constant support from the organization to the supply chain; especially to the raw material suppliers and members of the Bio D group, in their certification processes under international standards that promote practices against human trafficking and slavery, by verifying compliance with these standards directly through Bio D personnel, who carry out visits to the supplier's facilities

Bio D personnel also reviews the plantations' petitions, complaints, and claims procedures to identify possible deviations and to support the work related to such plantations' action plans.

The organization has an operational risk overview for the supply chain, at which the potential risk of human trafficking or slavery by different types of suppliers is evaluated.

**Audits:** Bio D staff participates in internal audits of group members, as part of the audit team and provides support in third party audits during their execution, for international standards. Audits are not done directly on behalf of Bio D.

**Certification:** The organization carries out constant monitoring to validate that the international certifications that contribute to the prevention of human trafficking and slavery of the group's companies maintained.

**Internal Responsibility:** There are internal procedures for the selection, promotion and hiring of personnel, which enables recruitment processes to be done with transparency.

Leveraging the code of ethics, corporate values, and organizational culture reinforces the organization's commitment to comply with the policy of preventing slavery and human trafficking that is outlined in the code of ethics

The Petitions, Complaints, Claims, and Suggestions procedure is available to all employees and external parties, where they can submit requests or complaints in case any action is identified as being against the policy for the prevention of slavery and human trafficking.

**Training:** Annually and following the training procedures, the re-induction of all collaborators on HSEQ and culture issues is programmed and carried out, including the code of ethics and its respective policy to prevent slavery and human trafficking. In the re-induction, the different levels of responsibility of the roles in the supply chain to prevent slavery and human trafficking are identified and disclosed.