

	Document No FEI.POL.1.11	Title Business Ethics Policy	Author AJ	Approval 18/02/2025	Issue 1
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FEI Foods Limited Business Ethics Policy

FEI Foods Ltd. is dedicated to upholding the highest standards of business ethics in all aspects of our operations. This Business Ethics Policy serves as a guide for our employees, partners, and stakeholders, outlining the principles and values that govern our conduct. We are committed to conducting business with integrity, transparency, and a strong sense of social responsibility.

- **Leadership Commitment:** We are committed to conducting business ethically and in compliance with applicable laws and regulations, engaging only with suppliers and third-party organisations that hold the same values. The head of human resources is responsible for the fulfilment of this policy with heads of department accountable for delivery.
- **Company Mission & Vision:** Our Company Mission and Vision is to be communicated, displayed and integrated into our working practices as far as possible, to ensure there is no misinterpretation of our vocation and operational intention.
- **Company Values:** Our Company Values are to be communicated, displayed and integrated into our working practices as far as possible, to promote appropriate behaviours and ethical consistency across the business.
- **Legislative Compliance:** We will ensure strict adherence to all local, national, and international laws and regulations governing our industry, promoting a culture of compliance within the organization and regularly update employees on legal requirements.
- **Fair Competition:** Fair competition is to be promoted by avoiding anti-competitive practices, such as price-fixing, market manipulation, and collusion, whilst also encouraging employees to engage in healthy competition and innovation within legal and ethical boundaries.
- **Conflict of Interest:** Guidelines will be established for identifying and managing conflicts of interest, ensuring employees are aware they must disclose any personal, financial, or professional interests that may conflict with the best interests of the company and its stakeholders.
- **Gifts and Entertainment:** We will provide clear guidelines on the acceptance and giving of gifts, favours, or entertainment to ensure that they do not compromise objectivity or create the appearance of impropriety, advocating that transparency and moderation should be maintained in all business interactions.
- **Anti-Bribery and Corruption:** Prohibit all forms of bribery and corruption, whether involving public officials or private entities. Also Implement strict controls to prevent bribery, including due diligence on business partners and regular training for relevant employees on anti-bribery and corruption.
- **Data Privacy and Confidentiality:** Safeguard the privacy and confidentiality of sensitive information, including employee and customer data, whilst developing and enforcing policies and procedures to protect information from unauthorised access, disclosure, or use in line with our Data Protection Policy and GDPR legislation.
- **Social Responsibility:** Recognise the impact of business activities on society and the environment, engaging in responsible business practices that contribute positively to the communities in which we operate. Seek sustainability in our supply chain and minimise our environmental footprint.
- **Whistleblowing:** Establish and promote a mechanism for employees and stakeholders to report any concerns related to unethical conduct, illegal activities, or policy violations, ensuring compliance with the principles of our Whistleblowing policy.

Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.

Signed:



Lloyd Williams
Managing Director
Date: 16/06/2026

Signed:



Aled Jones
HR Director
Date: 16/06/2026