



CODE OF CONDUCT

Yelo Enterprises Ltd ('Yelo') is aware of its social responsibility towards its own business, to customers and suppliers, to the environment, and to society. The actions of Yelo and its employees are based in particular on the values of integrity and fairness.

Our Code of Business Conduct (the 'Code') reflects our commitment, as responsible corporate citizens, to meeting the expectations of our stakeholders.

The Code contains fundamental principles and rules concerning ethical business conduct. Each of us - employees, officers, and members of the Board of Directors alike - must commit to understanding this Code and abiding by its principles.

The Code applies to all Yelo management and employees, and it is intended as a basis for all its business relationships.

The Code is grounded in the basic principles of the United Nations ('UN') Global Compact, the Conventions of the International Labour Organization ('ILO'), the Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child and the Convention for the Elimination of All Forms of Discrimination of Women, and the Guidelines for Multinational Companies published by the Organization for Economic Co-operation and Development ('OECD').

Failure to comply with the Code is a serious matter that will be addressed by management and may lead to investigations and / or disciplinary action including termination of employment.

A handwritten signature in blue ink, appearing to read "Doug King", is written over a horizontal line.

Doug King
Chairman

Date: 1st January 2020

Code of Business Conduct

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A. General Principles

We are committed to upholding our social responsibilities in all business activities. In all our business decisions, we are committed to respecting the current laws and other applicable provisions in countries where we operate.

All employees are responsible for fully understanding and complying with this Code in conjunction with local policies and guidelines. It is the policy of Yelo to comply with all applicable laws and to conduct its business in an ethical manner. We require the highest standards of conduct from our employees and all other persons who act on our behalf, including suppliers, customers, contractors, service providers, and consultants.

B. Health, Safety, Security & Environment

We are committed to the goal of protecting people and the environment while achieving our business objectives. In all cases, we aim to meet or exceed applicable legal standards and other requirements, as we believe that most, if not all, accidents and occupational illnesses and injuries are preventable.

We strive to uphold our sustainability values and are committed to environmental protection and improvement for current and future generations. We strive to obey all environmental laws, and we support environmentally-minded actions on the part of our employees.

We are committed to working with partners and associations that advocate sustainable agricultural practices. Our guiding principles are:



- We abide by all applicable laws, rules, and regulations and expect our contractors, subcontractors, and suppliers to comply with local rules and regulations.
- We advocate sustainable agricultural production practices and the protection of land from which our raw products are sourced.

C) Employees

We are committed to ensuring compliance with all applicable laws, rules and regulations relating to the engagement of labour within the company. Our guiding principles are:

- We respect human rights.
- We do not condone forced labour or child labour.
- We have hiring policies in which individuals are required to meet minimum age requirements and in compliance with all local regulations and laws.
- We are committed to providing an inclusive work environment in which every employee is treated fairly and with respect and has the opportunity to contribute to business success and to realize their potential.
- We appreciate the diversity and individuality of all employees. Employment, development opportunities, and promotions are offered and provided based on merit. Decisions based on attributes unrelated to job performance (e.g. race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, sexual orientation, and family responsibilities) constitute discrimination and are prohibited.

In addition, we expect its partners, contractors, subcontractors, suppliers and counterparts to adopt our guiding principles in our continual business relationships.

More details for employees can be found in the Yelo Employee Handbook.

D) Corrupt Practices

We expect all employees to uphold the highest standards of integrity in all business transactions particularly with regards to:

- Bribery and Corruption
- Conflicts of Interest
- Gifts, Entertainment and Hospitality



- Money Laundering
- Political Activity and Payments
- Conduct vis-à-vis Competitors (Anti-Trust Law)

More details can be found in the Yelo Employee Handbook.

E. Safeguarding of Information and Assets

We are committed to ensuring compliance with all applicable laws, rules and regulations relating to the safeguarding of information and assets within the company.

Information relating to suppliers, contractors, customers, service providers, and contractors, including personal data, contractual terms, and pricing information, are the intellectual property and assets of Yelo and will be kept confidential and protected.

More details can be found in the Yelo Employee Handbook.

F. Customer Satisfaction

We are committed to provide our customers with the greatest satisfaction. We listen to our customers' needs so as to provide them with innovative end-to-end integrated solutions which add value and create benefit for our customers, business associates, and the Yelo company.

We believe that business continuity is critical for all our stakeholders and is part of our responsible management practice. In any events of emergency or significant business disruption, we are committed to do our utmost to ensure uninterrupted supply of key products and services.

