

# Code of Ethics

Revision date:  
November 6, 2025





Over the years, Lassonde has earned an enviable reputation, built on the rigor of our practices, the transparency of our decisions, and the deep sense of responsibility that guides every action we take. This well-established credibility has fueled our growth and positioned us as a leading player in North America's food and beverage industry. In this spirit, our Code of Ethics stands as an essential reference: it informs our decisions, reinforces our values, and ensures consistency in our actions, day after day.

This Code applies to all of us: employees, managers, directors, consultants, advisors, and other representatives. It brings us together in our shared responsibility to uphold a strong and sustainable ethical culture and to maintain the trust of our stakeholders.

I ask each of you to read this Code carefully and use it as a practical guide in your daily activities. It outlines our ethical commitments, the principles that support them, and the behaviors we expect. It also provides concrete examples and tools to help you, even in challenging situations.

Together, let's make this Code a living, meaningful tool that unites us in our pursuit of a sustainable future, based on the courage to act with integrity.



Vincent Timpano,  
*Chief Executive Officer*



## Acting ethically on a daily basis

Our respective roles in an ethical culture	5
Resources to support ethical conduct	6
How to make ethical decisions	7
How to report a problematic situation	8



## Appendix

Statement of Interests Form

34

## Our ethical commitments

<b>1</b> We are a caring and inclusive team striving for a safe and healthy workplace	1.1 We are committed to ensuring the health and safety of our coworkers	12
	1.2 We respect employees' right to associate and their working conditions	12
	1.3 We are respectful and open-minded	13
<b>2</b> We act with integrity and professionalism to maintain the trust of our business partners and of consumers	2.1 We are honest and respectful with our business partners	16
	2.2 We offer safe, high-quality products	17
	2.3 We care about the social and environmental impact of our activities	18
	2.4 We do not tolerate any form of corruption	18
	2.5 We are committed to competing vigorously, lawfully and ethically	19
<b>3</b> We protect Lassonde's information and assets, for exemplary loyalty	3.1 We exercise restraint in our external communications and activities	21
	3.2 We respect the confidentiality of information	21
	3.3 We protect intellectual property	22
	3.4 We use Lassonde's assets in a respectful and reasonable manner	24
<b>4</b> We manage financial information responsibly to protect Lassonde's reputation and employees	4.1 We do not exploit any privileged information for our personal benefit or that of any other person	26
	4.2 We handle financial information rigorously and transparently	27
<b>5</b> We disclose any conflict of interest, for uncompromising integrity	5.1 We identify and disclose any real, apparent or potential conflicts of interest	29
	5.2 We participate in external activities beyond our role at Lassonde within the permitted parameters	30
	5.3 We exercise good judgment before accepting or offering gifts, invitations or other benefits	31



**Acting ethically  
on a daily basis**



## Our respective roles in an ethical culture

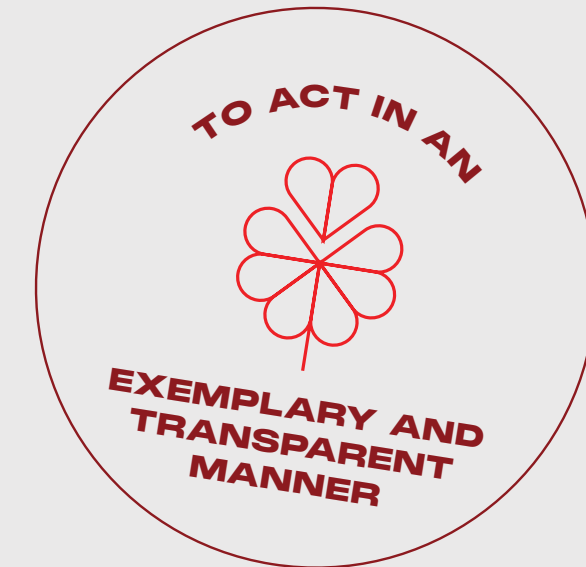
This Code of Ethics (the “Code”) applies to **all persons associated with Lassonde Industries Inc. and its subsidiaries** (“Lassonde”):

- Employees, including managers and executives
- Members of the Board of Directors
- Lassonde’s consultants, advisors and other agents

Regardless of our role, we all share responsibility for embodying this Code in our actions, decisions and business relationships. Each of us contributes to building and maintaining a culture based on accountability, integrity, respect and community.

Our responsibilities may vary depending on our role, but the expectation remains the same: **to act in an exemplary and transparent manner** to protect Lassonde’s reputation and strengthen the trust that our coworkers, business partners and community place in us.

For their part, our suppliers must comply with applicable laws and adopt responsible and ethical practices, in accordance with our **Supplier Code of Conduct**.



### Our role as an employee

Each person contributes to Lassonde’s ethical culture, regardless of their position or seniority. This responsibility begins with our actions, our decisions and our courage to speak up.

As an employee, we must:

- **Act with integrity, even when unsupervised.** Ethics is expressed in small day-to-day actions: what we do or don’t say, what we do or don’t tolerate.
- **Make decisions aligned with our values** and the principles of our Code.
- **Express our concerns**, whether they involve a simple doubt or an actual breach of Lassonde’s ethical rules or policies.
- **Complete the required training** to stay informed and up to date on ethical conduct.

### Our role as a manager or member of senior management

Managers and members of senior management are held to a higher standard of conduct. Their leadership is decisive: they set the tone, demonstrate expected behaviours and create the conditions for ethical conduct.

As a manager or member of senior management, we must:

- **Set the example** through irreproachable conduct, because what we tolerate becomes the norm.
- **Know the Code in depth**, help others understand it, and foster team commitment to its principles.
- **Create a climate of trust** where team members feel safe to ask questions and express concerns.
- **Act quickly** when non-compliant behaviour is observed, and support teams in resolving ethical dilemmas.



# Resources to support ethical conduct

It isn't always easy to know which decision is the best one. This Code sets out general principles that do not cover every possible situation and should not be the sole reference when it comes to conduct. We have several tools to help us in this regard:

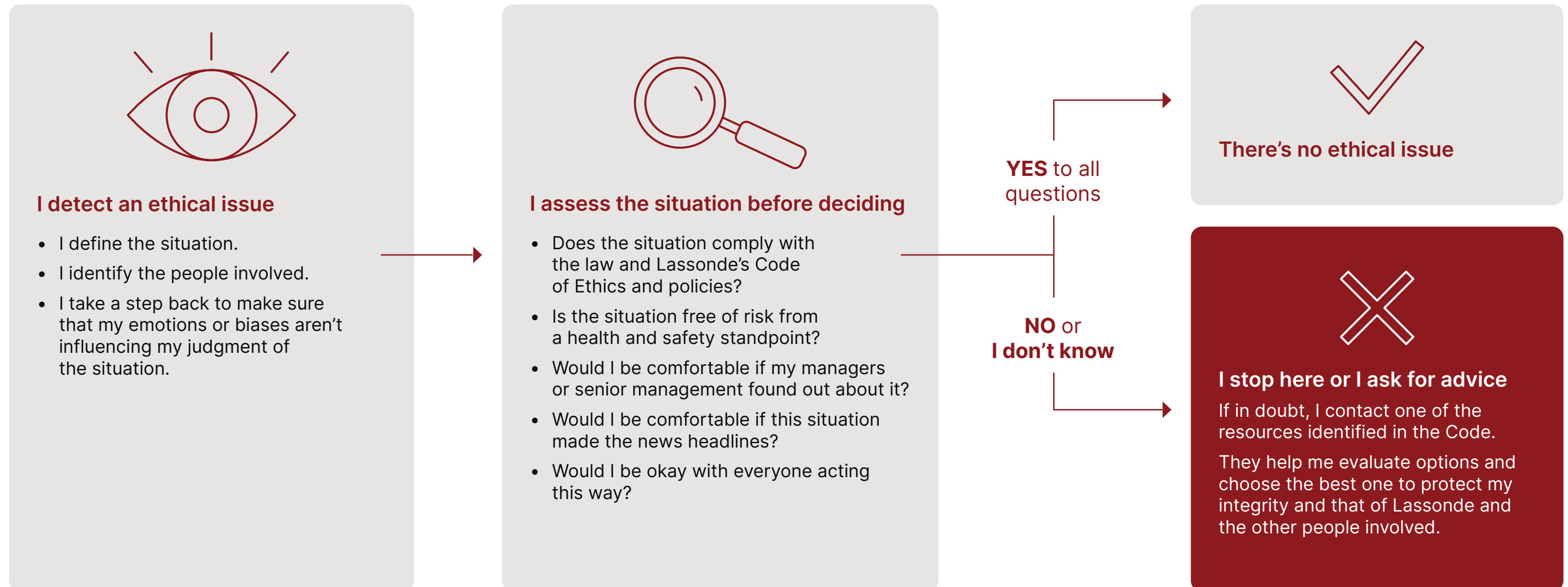
- **The ethical decision-making tool** (see next page), which provides step-by-step guidance for when a situation causes uncertainty.
- **Our trusted managers and coworkers** with whom we can discuss a concern or dilemma.
- **A member of the Ethics Committee or a lawyer from the Legal Department** who are available to answer our questions and clarify the Code's application.
- **Lassonde's policies and procedures**, which specify certain rules covering such topics as health and safety, and communications on social media, and which should be consulted as needed.

When in doubt, it's always better to ask a question than remain uncertain.



## How to make ethical decisions

Faced with an ethical issue, we have to ask ourselves the right questions in order to make the right decisions, in the interests of Lassonde and everyone involved. Here's a tool to help us think through the process step by step.





# How to report a problematic situation

We all have a responsibility to report any situation that we believe violates this Code or Lassonde’s policies. Whistleblowing helps protect Lassonde, our coworkers and our collective reputation.

We have several ways of proceeding, depending on the situation and what makes us feel most comfortable.

## Information to include

To be processed efficiently, a report should contain as much information as possible:

- A description of the situation
- The people involved
- The specific date or period
- The steps taken to rectify the situation
- Relevant documents, if any

## Handling of reports

All reports are handled in accordance with the internal procedure in place to ensure that the situation is analyzed and appropriate follow-up is conducted. If necessary, an investigation may be carried out and appropriate measures implemented.

## Our options for reporting a situation

**A**  
**Speak with the people involved** to give them a chance to rectify the situation, if circumstances allow.

**B**  
**Talk to our manager or a human resources representative.**

**C**  
**Make a confidential, anonymous report** by telephone, email or mail:

1 (877) WSL-BLOW /  
 1 (877) 975-2569  
 whistleblowing@lassonde.com  
 Ethics Committee  
 755 Principale Street,  
 Rougemont (Quebec)  
 J0L 1M0 Canada

**D**  
**Contact a member of the Ethics Committee:**

*Mrs. Caroline Lemoine*  
*Chief Legal Officer and Secretary*  
 (450) 469-0856 ext. 10202  
 caroline.lemoine@lassonde.com  
 Lassonde Industries Inc.  
 755 Principale Street,  
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*Senior Vice-President, Innovation, Quality, Sustainability*  
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 755 Principale Street,  
 Rougemont (Quebec) J0L 1M0 Canada

## Fully confidential whistleblowing

When we report a situation:

**WE HAVE A RIGHT**



**TO CONFIDENTIALITY**

Our identity is protected, while allowing a full and fair investigation.

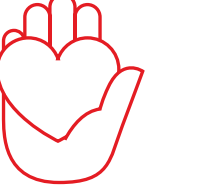
**WE ARE PROTECTED**



**AGAINST RETALIATION**

Lassonde does not tolerate any form of harassment or punitive measures against a person who reports a situation in good faith.

**WE ALWAYS ACT**



**WITH SINCERITY**

A report must be based on facts that we believe to be true. Malicious whistleblowing or whistleblowing based on false information can lead to disciplinary action.

### Compliance with applicable laws

We must comply with the laws, regulations, and standards in force in the jurisdictions where we do business. As these may vary from one location to another, we seek the advice of a lawyer in our Legal Department if in doubt.

### Possible penalties for breaching the Code

Failure to comply with this Code may result in disciplinary action up to and including dismissal or termination of the contractual relationship. Lassonde can also take other measures to correct the situation and prevent it from recurring.

Penalties may also apply if a person:

- Does not report a problematic situation of which they are aware.
- Refuses to cooperate with an investigation.
- Takes retaliatory action against a person who has made a report or intends to make a report.



# **our ethical commitments**

# 1 We are a caring and inclusive team striving for a safe and healthy workplace



- 1.1** We are committed to ensuring the health and safety of our coworkers

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- 1.2** We respect employees' right to associate and their working conditions

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- 1.3** We are respectful and open-minded



## 1.1 **We are committed to ensuring the health and safety of our coworkers**

We believe that a safe and healthy workplace is essential to our collective well-being and performance. Health and safety is everyone's business: we must be vigilant and exercise caution, for ourselves and for our coworkers.

### **Our ethical conduct**

- ♥ **We comply at all times with the health and safety rules and procedures** established by Lassonde and by law.
- ♥ **We immediately report any hazardous situation or practice** that may affect our health and safety or that of our coworkers.
- ♥ **We adopt preventive behaviours**, such as wearing our protective equipment, following safety instructions and taking part in training courses.
- ♥ **We always report to work fit for duty**, free from the influence of alcohol, drugs or regulated substances.

### **Additional resources**

- [Policy on Workplace Health, Safety and Wellness](#)
- [Policy on the Use of Drugs, Medication and Alcohol in the Workplace \(Canada\)](#)
- [Employee Handbook \(U.S.\)](#)

## 1.2 **We respect employees' right to associate and their working conditions**

Lassonde recognizes the importance of fair and respectful labour relations. We respect the rights provided by applicable laws and collective agreements.

### **Our ethical conduct**

- ♥ **We respect employees' right to associate**, unionize and bargain collectively, in accordance with applicable laws.
- ♥ **We rigorously apply labour laws and collective agreements** when our roles involve managing working conditions (such as wages, schedules, benefits and union relations).
- ♥ **We foster an environment of respect and collaboration** to maintain harmonious and constructive working relationships.



## 1.3 **We are respectful and open-minded**

We are committed to creating an environment in which every person feels welcomed, valued and respected, without exception. We work together to make inclusion a collective strength that drives agility.

### **Our ethical conduct**

- ♥ **We treat everyone with dignity.** We do not tolerate any form of discrimination, harassment, intimidation or violence.
- ♥ **We respect differences.** We are open-minded and we value diversity of opinion, experience and background. This enriches our work and makes us more agile and efficient.
- ♥ **We express ourselves respectfully and constructively.** Our verbal and written words, and our actions must always reflect our commitment to a healthy, professional environment.
- ♥ **We actively promote inclusion,** whether in the hiring and promotion processes, in building project teams or in any other work-related activity.



**A person is a victim of discrimination** if they are treated differently or excluded because of personal characteristics, including race, colour, sex, size, sexual orientation, civil status, age, religion, political convictions, language, ethnic or national origin, social status, mental or physical disability or the use of any means to palliate a disability.

**A person is a victim of harassment** if they are subjected to repeated or isolated words, actions or gestures affecting their dignity, integrity or well-being, or to any form of violence.

### Additional resources

→ [Policy to counter workplace harassment and violence \(Canada\)](#)

→ [Employee Handbook \(U.S.\)](#)





## 2 We act with integrity and professionalism to maintain the trust of our business partners and of consumers



- 2.1 We are honest and respectful with our business partners
- 2.2 We offer safe, high-quality products
- 2.3 We care about the social and environmental impact of our activities
- 2.4 We do not tolerate any form of corruption
- 2.5 We are committed to competing vigorously, lawfully and ethically



## 2.1 **We are honest and respectful with our business partners**

Our business relationships are based on collaboration, integrity and mutual respect. Through our actions, words and decisions, we protect the trust that our business partners place in us.

### **Our ethical conduct**

- ✓ **We treat our customers, suppliers and business partners with respect and honesty**, delivering on our commitments.
- ✓ **We act with care, diligence and competence** in all our roles, devoting the necessary time and attention to our responsibilities.
- ✓ **We aim to build lasting relationships** based on respect, trust and reciprocity.
- ✓ **We deal with business partners who share our ethical commitments** and act accordingly, while complying with applicable laws, including those governing import and export.



### Additional resource

[→ Supplier Code of Conduct](#)



## 2.2 **We offer safe, high-quality products**

The trust of our customers, as well as that of consumers and their families is based on the safety and quality of our products. We strive to maintain the highest standards for our products, without compromise.

### Our ethical conduct

- ✓ **We rigorously comply with food safety and quality laws, standards and best practices** at every stage of production, storage and distribution.
- ✓ **We refuse to compromise** on the quality or safety of our products.
- ✓ **We continually invest in training our teams** and improving our food safety program.
- ✓ **We require compliance with our standards** from our entire supply chain, including our suppliers and business partners.
- ✓ **We demonstrate transparency** by cooperating with government inspections and external audits, and by reporting any safety or quality concerns.
- ✓ **We communicate product information honestly** and transparently to consumers.

#### Additional resources

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[→ Responsible Marketing Policy](#)

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[→ Supplier Code of Conduct](#)



## 2.3 We care about the social and environmental impact of our activities

Our actions have an impact beyond our products. We seek to promote responsible practices to have a positive impact on our communities and the planet.

### Our ethical conduct

- ✓ **We aim to minimize our environmental footprint** by complying with legislation and good practices.
- ✓ **We comply with standards** prohibiting forced labour and child labour.
- ✓ **We encourage responsible innovation** to improve the sustainability of our products and packaging.
- ✓ **We expect our suppliers and business partners to share our ethical and environmental commitments** by complying with our norms and standards defined in our Supplier Code of Conduct.

### Additional resources

- Sustainability Policy
- Modern Slavery Act Compliance Policy
- Supplier Code of Conduct

## 2.4 We do not tolerate any form of corruption

Integrity is at the heart of our business decisions and relationships. We reject any form of undue advantage in order to preserve the trust and reputation of Lassonde.

### Our ethical conduct

- ✓ **We never offer, promise or accept bribes or undue advantages**, either directly or through another person.
- ✓ **We act with transparency and good faith in our business dealings** to avoid any suspicion of corruption.
- ✓ **We respect the rules governing our contracts with the government and our relations with government officials**, particularly with regard to qualification for government contracts or any advantages or favours that could influence the decisions of government officials.
- ✓ **We report any questionable or risky situation** to protect the integrity of Lassonde and the people involved, as outlined in the “How to report a problematic situation” section.



**A bribe** is a sum of money or other advantage offered to obtain favourable treatment, influence a decision, or obtain or maintain a contract or sales. An advantage can take many forms, such as a gift, entertainment, an offer of employment or a political or charitable contribution.

**A government official** is anyone who works for a government agency. This could be an employee at any level of a government-controlled organization, a political party or a candidate for political office.



## 2.5 **We are committed to competing vigorously, lawfully and ethically**

Our success is based on the quality of our products and public trust. By acting with integrity, we contribute to a healthy economy and lasting relationships with our business partners.

### Our ethical conduct

- ✓ **We never enter into any agreement with a competitor** (even verbal or informal) aimed at fixing prices, limiting production, restricting distribution or sharing markets.
- ✓ **We do not disclose or accept confidential information of a competitive nature**, such as prices, sales conditions or customer lists.
- ✓ **We do not design or use packaging, messages or marketing practices that could mislead consumers.**
- ✓ **We comply with all laws and Lasonde policies with regard to competition**, wherever we do business.
- ✓ **We seek the advice of a lawyer in our Legal Department if in doubt**, as competition laws are complex and vary from one location to the next. An error can have serious legal and reputational consequences.

#### Additional resources

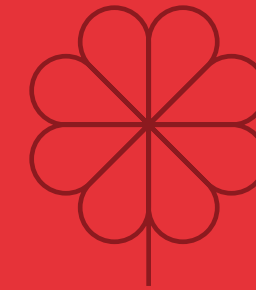
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→ [Competition and Antitrust Law Compliance Manual](#)

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→ [Responsible Marketing Policy](#)

# 3 We protect Lassonde's information and assets, for exemplary loyalty



**3.1** We exercise restraint in our external communications and activities

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**3.2** We respect the confidentiality of information

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**3.3** We protect intellectual property

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**3.4** We use Lassonde's assets in a respectful and reasonable manner



### 3.1 **We exercise restraint in our external communications and activities**

Our communications must reflect Lassonde's image and reputation. The media, social networks and our personal commitments create opportunities, but also responsibilities.

#### **Our ethical conduct**

- ◉ **We use social media responsibly**, in accordance with Lassonde's policies on the use of social networks and information disclosure.
- ◉ **We do not make any public statements about or on behalf of Lassonde** except with the express permission of the head of communications or of the relevant division. We redirect all media enquiries to the head of communications.
- ◉ **We make a clear distinction between our personal commitments and our role at Lassonde.** We carry out our political, community, religious and cultural activities in our own name and avoid any confusion.

#### Additional resource

- Social Media Policy

### 3.2 **We respect the confidentiality of information**

From time to time, we may have access to confidential information about Lassonde, its employees or its business partners. We must protect it, even after the termination of our employment or collaboration with the company.

#### **Our ethical conduct**

- ◉ **We do not disclose confidential information** unless it is necessary for business reasons, either within Lassonde or with external parties.
- ◉ **We take appropriate measures before sharing confidential information.** For example, we require a confidentiality agreement prior to sharing information externally.
- ◉ **We never use or ask for confidential information obtained elsewhere**, for example from previous employment or from a consultant.
- ◉ **We protect personal information** by complying with applicable Lassonde policies and laws.

#### Additional resources

- Privacy Policy
- Employee Privacy Policy



#### **Confidential information**

includes all non-public proprietary information about Lassonde, including information about customers, suppliers and employees, products, recipes, manufacturing processes, projects, contracts, assets, financial data and strategies.



### 3.3 **We protect intellectual property**

Intellectual property is at the heart of Lassonde's innovation and competitiveness. As part of our work, we can create it, use Lassonde's existing intellectual property or access intellectual property belonging to business partners or third parties. In all cases, we must respect and protect it.

#### Our ethical conduct

- 🔹 **We protect intellectual property developed or already owned by Lassonde.** We are committed not to disclose it or use it inappropriately.
- 🔹 **We respect the intellectual property of third parties.** We never use it without authorization or a valid licence.
- 🔹 **We acknowledge that the intellectual property we create at work belongs to Lassonde.** We use it only in the course of our duties and in Lassonde's interest. As required, we take the necessary steps to assign our rights, for example by signing a document.
- 🔹 **We seek advice from a lawyer in our Legal Department** when in doubt about the use or protection of intellectual property.



**Intellectual property** includes trademarks (names, logos, slogans), recipes, manufacturing processes, financial analyses, databases, sales or marketing plans, documents, content, software and any other creation or innovation produced as part of our duties at Lassonde.

*Example: Drawing inspiration from a competitor's successful product to create a label, packaging or advertising may infringe intellectual property rights. In such a case, we must seek the advice of a lawyer in our Legal Department before proceeding.*

#### Additional resources

- ➔ [Intellectual Property Policy](#)
- ➔ [Responsible Marketing Policy](#)
- ➔ [Policy on the Use of Artificial Intelligence \(AI\) Tools in the Workplace](#)





### 3.4 **We use Lassonde's assets in a respectful and reasonable manner**

Lassonde's assets, equipment and technological systems are entrusted to us to fulfil our responsibilities. We must take care of them and use them responsibly.

#### **Our ethical conduct**

- ◉ **We use Lassonde's assets for business purposes only**, unless an exception is allowed under Lassonde's policies (for example, occasional and reasonable personal use of a Lassonde-provided cell phone or computer).
- ◉ **We safeguard Lassonde's physical and technological assets** against theft, loss, abuse or misuse.
- ◉ **We obtain our manager's authorization** before using any Lassonde asset for purposes other than work.
- ◉ **We use artificial intelligence tools within authorized limits** and apply the principles set out in Lassonde's policies.
- ◉ **We comply with the IT Security Policy** and other policies related to the use of devices and computer equipment.



#### *Examples :*

- *Briefly consulting a website for personal reasons, sending a private email from our work computer or making a brief personal call from a phone provided by Lassonde is acceptable.*
- *On the other hand, downloading unauthorized software or regularly using the equipment for personal purposes constitute misuse.*

#### Additional resources

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→ [Policy on the Use of Artificial Intelligence \(AI\) Tools in the Workplace](#)

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→ [Top 10 IT Best Practices](#)

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→ [End User Device and Technology Usage Policy](#)

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→ [IT Security Policy](#)

# 4 We manage financial information responsibly

to protect Lassonde's reputation and employees



- 4.1 We do not exploit any privileged information for our personal benefit or that of any other person

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- 4.2 We handle financial information rigorously and transparently



## 4.1 We do not exploit any privileged information for our personal benefit or that of any other person

Since Lassonde's shares are listed on the Toronto Stock Exchange, we must comply with strict laws and rules. As part of our duties, we sometimes have access to material information that is not yet public. This information constitutes privileged information belonging to Lassonde. We must never take personal advantage of it or use it to benefit another person, whether through transactions or in any other way.

### Our ethical conduct

- ✓ **We never use privileged information for personal purposes** or to benefit others. Trading in Lassonde shares or financial instruments tied to the value of Lassonde shares while in possession of such information constitutes insider trading, which can have serious consequences, including fines and imprisonment.
- ✓ **We protect the confidentiality of privileged information**, even after the termination of our employment or collaboration with Lassonde.
- ✓ **We comply with Lassonde's policies on trading in shares and securities tied to the value of Lassonde shares**, including blackout periods and, for directors and certain members of management, pre-authorization of transactions.
- ✓ **We seek the advice of a lawyer in our Legal Department** if in doubt.



**Privileged information** is any information that has not been disclosed to the public and that could affect the decision of a reasonable investor to buy or sell their shares or financial instruments tied to the value of Lassonde shares.

*Examples : A proposed merger or acquisition, material changes in company operations, unpublished financial results or any other undisclosed strategic information.*

#### Additional resource

- Policy on insider trading, disclosure and quality of financial information



## 4.2 **We handle financial information rigorously and transparently**

The accuracy and reliability of financial information are essential to Lassonde's credibility. We manage this information with integrity.

### **Our ethical conduct**

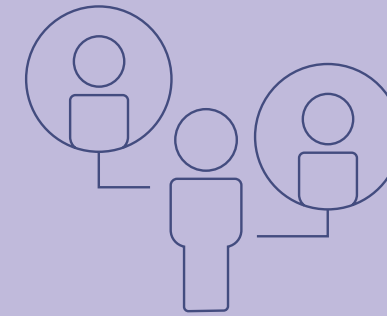
- ✓ **We record all transactions completely and accurately,** to faithfully reflect Lassonde's position.
- ✓ **We report any fraud or accounting or auditing concerns** through the appropriate channels.
- ✓ **We neither falsify nor conceal financial information,** knowing that such practices are prohibited and punishable.
- ✓ **We fully cooperate with external auditors,** providing them with the information they require.



### Additional resource

- [Policy on insider trading, disclosure and quality of financial information](#)

## **5** We disclose any conflict of interest, for uncompromising integrity



- 5.1** We identify and disclose any real, apparent or potential conflicts of interest

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- 5.2** We participate in external activities beyond our role at Lassonde within the permitted parameters

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- 5.3** We exercise good judgment before accepting or offering gifts, invitations or other benefits



## 5.1 **We identify and disclose any real, apparent or potential conflicts of interest**

A conflict of interest, whether real, apparent or potential, can undermine our impartiality and the trust we inspire. We must always act in Lassonde's best interests with full transparency. Where our personal interests might interfere with our judgment, or might give that impression, we must declare them and take appropriate action to protect Lassonde and preserve our integrity.

### Our ethical conduct

- ✓ **We remain alert to real, apparent or potential conflicts of interest.** We avoid them where possible and we disclose them, whether they are of a financial, family, professional or other nature.
- ✓ **We do not accept any personal profit or benefit because of our position,** except as provided for in our normal working conditions.
- ✓ **We declare our personal interests** using the form provided in the appendix to this Code, and we update this statement in the event of any change.
- ✓ **We do not participate in decisions where there is a conflict of interest,** for example if a supplier is a family member or friend.
- ✓ **We seek the advice of a lawyer in our Legal Department** if in doubt about a situation.



**A conflict of interest** exists when a personal interest (financial, family, professional or other) could influence or appear to influence our impartiality, judgment or loyalty to Lassonde.

#### Examples:

- *Participating in a decision involving a relative or friend.*
- *Having a financial interest in a company that does business with Lassonde.*
- *Buying land that Lassonde plans to acquire.*
- *Holding another job or providing consulting services while working full time for Lassonde.*

#### Additional resource

- [Statement of Interests Form](#)  
(see appendix to this Code)



## 5.2 **We participate in external activities beyond our role at Lassonde within the permitted parameters**

Lassonde encourages us to contribute to our community, whether through community, charitable, cultural or professional organizations. However, these activities must never interfere with our responsibilities or conflict with our role.

### Our ethical conduct

- ✓ **We inform Lassonde of any external activity that could present a conflict of interest**, whether paid or unpaid.
- ✓ **We ensure that our external activities do not interfere with our availability**, loyalty or professional responsibilities.
- ✓ **We do not represent Lassonde in our external activities** (such as volunteering with an organization) without authorization.
- ✓ **We do not participate in Lassonde's decisions regarding an organization we are involved in** without authorization.
- ✓ **We comply with lobbying laws** in our interactions with elected or government officials and inform the Legal Department of our activities.



### Examples:

- *I volunteer for my child's soccer team. This activity does not conflict with my role at Lassonde. I don't need to declare it.*
- *My husband owns a business whose services have been retained by Lassonde. Even though I didn't participate in the selection, I must declare this situation, as it may create the appearance of a conflict of interest.*
- *I will take part in a meeting with an elected official as part of my volunteer work. I plan to use this opportunity to discuss a grant application for Lassonde. Since this situation could be considered lobbying, I need to seek advice from a lawyer in the Legal Department before going ahead.*

### Additional resource

- [Statement of Interests Form](#)  
(see appendix to this Code)



## 5.3 **We exercise good judgment before accepting or offering gifts, invitations or other benefits**

Gifts and invitations can sometimes create a conflict of interest or give the appearance of favouritism. We must always act with judgment and transparency.

### **Our ethical conduct**

- ✓ **We never accept cash or cash equivalents** (such as gift cards).
- ✓ **We do not accept payment of travel or accommodation expenses from customers or suppliers.** If business travel is required, Lassonde pays the costs in accordance with its policies.
- ✓ **We only accept or offer modest and occasional gifts and invitations,** in line with business practices.
- ✓ **We accept business meals and invitations with caution,** only when they are reasonable and occasional.
- ✓ **We exercise good judgment and refuse to accept gifts or benefits that could compromise our impartiality** or damage Lassonde's reputation.
- ✓ **We seek advice from our manager or a lawyer in the Legal Department** before accepting or granting a benefit, if in doubt.



### *Examples:*

- *We can accept a reasonable business meal or a low-value promotional item.*
- *In some countries, it is customary to offer gifts of a certain value. If this situation arises, we can accept the gift with our manager's authorization, but it must be handed over to Lassonde, which will determine its use.*
- *We do not accept invitations to shows, sporting events or special events from suppliers or customers who will not be attending, except with our manager's authorization.*

### Additional resource

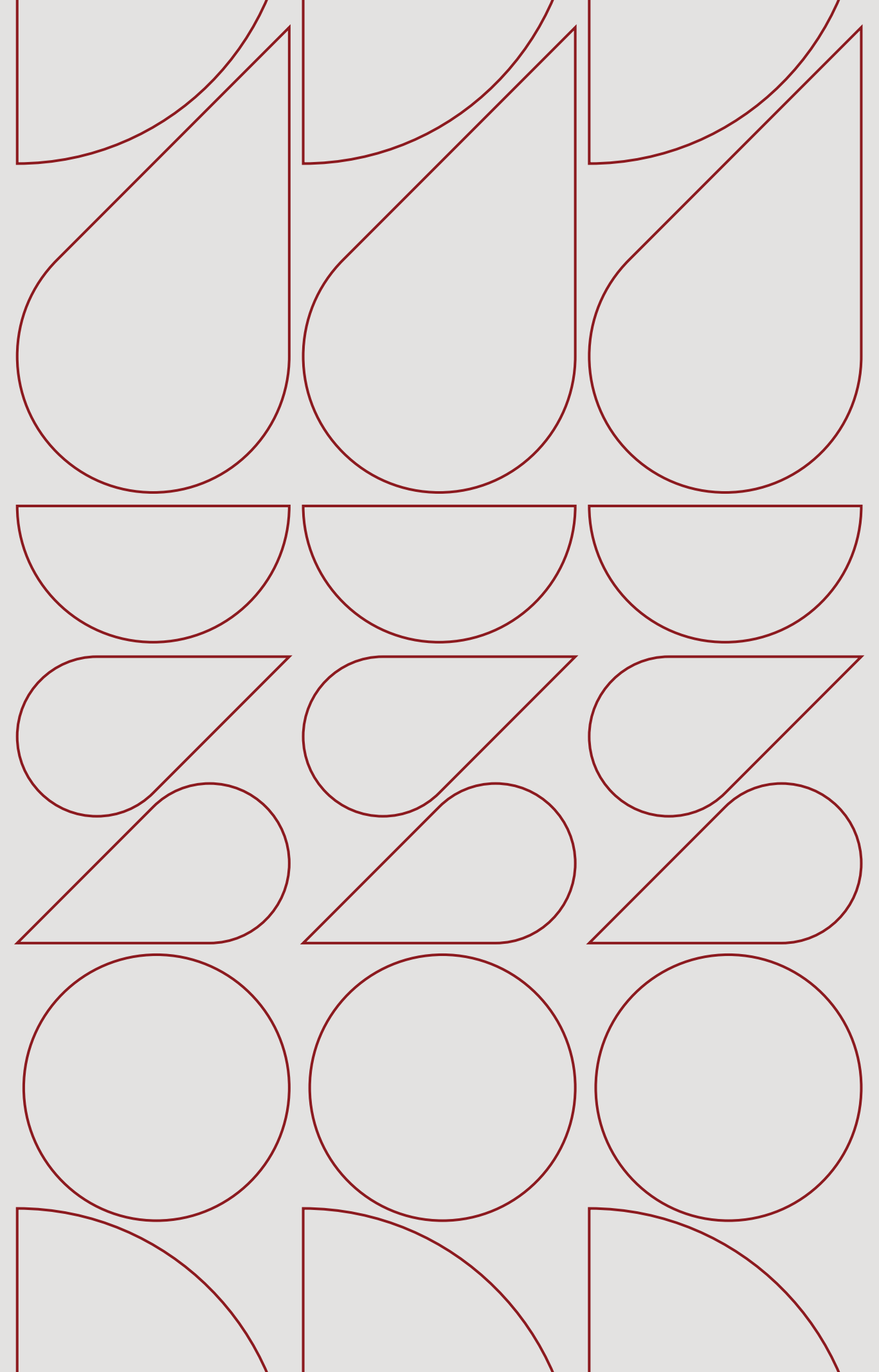
[→ Travel and Entertainment Expense Management Policy](#)



Antonio

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# Appendix



## Statement of Interests Form

I, \_\_\_\_\_, the undersigned, certify the following:

- I hold a position as an employee, director, officer** or another similar position with a corporation or other for-profit or non-profit entity:

Name of corporation or other entity	Role

- I hold interests** (such as shares, debts, securities or any other pecuniary interest) in the following corporations or other for-profit or non-profit entities, which are likely to place me in a situation where my personal interests or those of my family members could be in conflict with my obligations toward Lassonde Industries Inc. (or one of its subsidiaries) or could be perceived as influencing my judgment in the performance of my role.

The following interests do **not** need to be reported:

- Owning securities in a publicly listed company, where the securities represent less than 5% of the category of these securities for this company;
- Owning interests through a mutual fund in which you play no role in managing, either directly or indirectly;
- Owning interests through a blind trust;
- Owning a minimum number of shares required to be eligible as a director of a corporation;
- Having a liability insurance contract; and
- Owning securities issued or guaranteed by a government or municipality under the same conditions for everyone.

Name of corporation or other entity	Description of the interest held (e.g. "shares")	Approximate value of interest

Signed at \_\_\_\_\_, on \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Signature

Please email this form to:  
[legal@lassonde.com](mailto:legal@lassonde.com)