

## **Our Winning Formula: The Code of Conduct at CFL**

Discover the Winning Formula at CFL through our Code of Conduct, a comprehensive guide outlining the obligations and principles that shape our success. More than just a set of Business Principles, it encompasses key company directives, providing CFL employees with a framework to align their actions with the company's standards.

### **What is the Code of Conduct?**

At CFL, the Code of Conduct is the cornerstone that defines our daily adherence to core principles. Whether you are part of the CFL team or collaborating with us, it outlines the responsibilities and expected behaviors. It serves as a shared standard, integral to our rules and procedures within the Governance Framework, offering insight into its application for each individual.

### **Key Points:**

**Understanding the Code:** Every CFL team member must grasp the Code, its directives, and their implications on behavior. While some aspects may align more easily with specific roles, seeking clarification on any ambiguous sections is encouraged. If answers are elusive, exercising good judgment and consulting with managers is essential. Managers, as role models, play a crucial part in guiding their teams to live by these principles.

### **Who does the Code of Conduct apply to?**

The Code is binding on every individual associated with CFL, be it an employee or contractor. Additionally, our Business Partner Code of Conduct, rooted in the same principles, extends to our partners, encompassing suppliers, distributors, and agents.

### **Consequences of Breach:**

Failure to adhere to the Code may result in disciplinary action, including dismissal. If any breaches are observed, timely reporting to the individual, manager, or through Speak Up! is crucial.

### **Guiding Principles:**

In ambiguous situations, CFL encourages a pause for reflection. Individuals are urged to consider the risks, legality, alignment with the Code, fairness, honesty, personal and company reputation, and potential news coverage. If any of these aspects raise concerns, seeking guidance from Legal, Head of HR, or Head of group internal audit is advised.

### **Conclusion:**

Our Code of Conduct is not just a set of rules; it's our roadmap to success. It guides every decision, action, and interaction, ensuring that CFL remains a company built on integrity, responsibility, and excellence.