



**MILES IMPORT**

Check in  
**Code of Ethics**

**ENR-29**  
Verse. 3  
02/03/2026

## **Miles Import Code of Ethics**

The Miles Import Code of Ethics defines the guidelines and ethical behaviour for all employees, in addition to the internal regulations. It is part of the IFS Broker v3.2 (§1.1.2 — Culture of Integrity and Food Safety), GlobalGAP CoC v6.1, Sedex Plus and FeL Partnership certifications.

### **1. Respect for People**

Promote respect, tolerance and trust between employees and partners.

Avoid discrimination and value diversity in line with the EU Charter of Fundamental Rights and the ILO's Fundamental Conventions.

Prohibit any behaviour of moral or sexual harassment (Istanbul Convention, Labour Code, Art. L.1152-1).

### **2. Quality of Life at Work**

Maintain a healthy, safe and orderly work environment.

Report any health and safety risks to the QHSE Director.

Be part of a continuous improvement approach in accordance with IFS Broker v3.2 §1.1.2 (food safety culture).

### **3. Data Protection and Information Security**

Comply with IT security instructions and the GDPR (EU Regulation 2016/679).

Do not destroy documents without authorization. Make regular backups.

Protect supplier and customer data in accordance with IFS Broker v3.2 §2.2 (document management) requirements.

### **4. Confidentiality**

Maintain the confidentiality of financial, personal, customer, contract, and business information.

Disclose confidential information only to authorized persons.

### **5. Insider Trading**

Never take advantage of privileged and confidential information.

Communicate non-public information about the company carefully.

### **6. Money Laundering and Anti-Corruption**

Identify the source of financial transactions. Prevent and detect suspicious payments.

Report suspicious situations. Comply with the Sapin II law (Law No. 2016-1691) and the United Nations Convention against Corruption.

### **7. Conflicts of Interest**

Avoid situations where personal interests conflict with those of the company.

Declare any potential conflicts of interest to management.



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## 8. Gifts or Invitations

Accept only transparent and proportionate gifts. Do not give or accept gifts that could influence a professional interlocutor.

## 9. Irregular and Facilitation Payments

Ensure the reliability of professional partners. Report any irregular financial transactions.

Deny requests for bribes and informal payments.

## 10. Anti-competitive practices

Maintain fair competition. Do not share confidential information with competitors.

Not to propose agreements or discuss anti-competitive practices (Art. L.420-1 of the French Commercial Code).

## 11. Whistleblower

Any employee can report an ethical breach via the defined channels, in complete confidentiality and without fear of reprisals, in accordance with Directive (EU) 2019/1937 and the Wasserman Law of 21/03/2022.

## 12. Food Safety and Product Integrity

Each employee is responsible for compliance with food safety procedures (HACCP, traceability, recall/withdrawal).

Product integrity and the fight against food fraud are a priority (IFS Broker v3.2 §4.7, §6).

Strict application of the Decree of 05/01/2026 relating to prohibited pesticide molecules.

## Regulatory References

Repository / Text	Requirement covered
IFS Broker v3.2	§1.1.2 Food safety / integrity culture; §6 Food Defence
GlobalGAP CoC v6.1	Ethics and integrity requirements in the supply chain
Sedex / SMETA	Business Ethics Pillar
Sapin II Law	Prevention of corruption (Law No. 2016-1691)
GDPR	Regulation (EU) 2016/679 – Data protection
Dir. (EU) 2019/1937	Whistleblower protection
Order 05/01/2026	5 Prohibited Pesticide Molecules — PR-04 Trigger

