

MARRONE BIO INNOVATIONS SUPPLIER CODE OF CONDUCT

Introduction

Corporate integrity, responsible product sourcing, and the safety and wellbeing of workers across the global supply chain are of paramount importance to Marrone Bio Innovations and its subsidiaries (“MBI”). These principles apply to all aspects of MBI’s business, and encompass all manufacturers, distributors, vendors, and other suppliers (each a “**Supplier**” and collectively “**Suppliers**”) that supply the products that MBI sells.

We strive to be ethical and transparent in all our business transactions and treat our customers, colleagues and Suppliers with fairness and respect. Our values are to enrich lives, behave ethically, be intellectually curious, build collaboratively, and live safely. We choose to work with business partners who align with our values and share our commitment to follow the highest ethical standards in business transactions.

These principles are reflected in this Code of Conduct (“**Code of Conduct**”), which establishes the minimum standards that must be met by any Supplier that sells goods to or does business with MBI, regarding:

- Supplier’s treatment of workers;
- workplace safety;
- the impact of Supplier’s activities on the environment; and
- Supplier’s ethical business practices.

Our Code of Conduct details the expectations we have of our Suppliers. It is not intended to be a list of rules but rather a practical resource that provides a clear understanding of how our Suppliers are required to operate as our partners. As a Supplier to MBI, please read and ensure your organization understands our Supplier Code of Conduct. If you have any questions about this Code of Conduct or how it might impact your partnership with MBI, please contact us for clarification at suppliercodeofconduct@marronebio.com.

Applicability

This Code of Conduct applies to all Suppliers that provide goods to MBI. Supplier is responsible for compliance with the standards set out in this Code of Conduct (“**Standards**”) throughout its operations and throughout its entire supply chain.

Without limiting Supplier’s obligations hereunder, Supplier shall comply with the Standards in:

- all of its facilities; and
- all of its operations, including with respect to manufacturing, distribution, packaging, sales, marketing, product safety and certification, intellectual property, labor, immigration, health, worker safety, and the environment.

Without limiting Supplier’s obligations hereunder, Supplier is responsible for compliance with the Standards by

all of its Suppliers, vendors, agents, and subcontractors and their respective Facilities (“Partner(s)”).

Slavery and Human Trafficking

All labor must be voluntary. Supplier shall not support or engage in slavery or human trafficking in any part of its supply chain.

Without limiting Supplier’s obligations hereunder, Supplier shall not, and shall ensure that its Partners do not, support or engage in, or require any:

- compelled, involuntary, or forced labor;
- labor to be performed by children OR individuals under the legal minimal age to provide labor;
- bonded labor;
- indentured labor; and
- prison labor.

Compliance and Documentation

Supplier shall:

- Implement and maintain a reliable system to verify the eligibility of all workers, including:
 - age eligibility; and
 - legal status of foreign workers.
- Implement and maintain a reliable recordkeeping system regarding the eligibility of all workers.

We expect our Suppliers to keep and provide upon request accurate records relating to all MBI business and compliance with MBI’s Code of Conduct. Suppliers will accurately represent their services or products, accurately estimate timelines, ensure all contracts comply with applicable laws and regulations, obtain proper authority to finalize deals or sign contracts, and not misrepresent competitors.

Hazardous Work and Child Labor Prohibitions

Without limiting Supplier’s obligations hereunder, Supplier shall not, and shall ensure that its Partners do not, support or engage in, or require any labor for any person under the age of 15 and for any hazardous labor to be performed by any person under the age of 18. Hazardous labor involves any work, that by its nature or the circumstances in which the work is undertaken, involves the substantial risk of harm to the safety or health of the worker or coworkers if adequate protections are not taken.

No Discrimination, Abuse, or Harassment

Supplier shall not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice based on race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability, or any other characteristic other than the worker’s ability to perform the job.

Supplier shall treat workers with respect and dignity.

Supplier shall not subject workers to corporal punishment, or physical, verbal, sexual, or psychological abuse or harassment. Supplier must not condone or tolerate such behavior by its Partners.

Health and Safety

Supplier shall provide a safe, healthy, and sanitary working environment. Supplier shall implement procedures and safeguards to prevent workplace hazards, and work-related accidents and injuries, including procedures and safeguards to prevent industry-specific workplace hazards, and work-related accidents and injuries, that are not specifically addressed in these Standards.

General and industry-specific procedures and safeguards include those relating to:

- health and safety inspections;
- equipment maintenance;
- maintenance of facilities;
- worker training covering the hazards typically encountered in their scope of work;
- fire prevention; and
- documentation and recordkeeping.

Supplier shall provide workers adequate and appropriate personal protective equipment to protect workers against hazards typically encountered in the scope of work.

Facilities

Supplier shall:

- ensure that all facilities meet all applicable building codes and industry design and construction standards;
- obtain and maintain all construction approvals required by law;
- obtain and maintain all zoning and use permits required by law;
- without limiting Supplier's obligations hereunder, ensure that all facilities have:
 - an adequate evacuation plan;
 - adequate, well-lit (including emergency lighting), clearly marked, and unobstructed emergency exit routes, including exits doors, aisles, and fire-rated enclosed stairwells;
 - a sufficient number of emergency exit doors, which are located on all sides of each building, are unlocked (from the inside), and are readily opened from the occupied side and swing in the direction of emergency travel;
 - visible and accurate evacuation maps posted in the local language, and including a "you are here" mark;
 - adequate ventilation and air circulation;
 - adequate lighting;
 - adequate first aid kits and stations;

- adequate fire safety, prevention, alarm, and suppression systems;
- adequate access to potable water; and
- adequate access to private toilet facilities.

Supplier must post safety rules, inspection results, incident reports, and permits, in each case, as required by law.

If Supplier provides dining facilities for its workers, it shall provide safe, healthy, and sanitary facilities (including food preparation and storage areas) that comply with all the Standards set out in the Health and Safety section of this Code of Conduct. Without limiting Supplier's obligations hereunder, Supplier shall obtain and maintain all food preparation permits and health certificates required by law.

Environmental Protection

Operation of Supplier's Facilities

Supplier shall operate its facilities in compliance with all environmental laws, including laws and international treaties relating to:

- waste disposal;
- emissions;
- discharges; and
- hazardous and toxic material handling.

We expect our Suppliers to comply with all applicable (local, state and federal) environmental laws and have systems in place to ensure safe management of waste, air emissions and wastewater discharges. Our Suppliers are expected to report any spills, leaks or accidental discharges to the appropriate governmental authorities. We will choose to work with partners who seek to implement sustainable production processes and who proactively minimize the environmental impact of their operations.

Inputs and Components

Supplier must ensure that the goods that it manufactures (including the inputs and components that it incorporates into its goods) comply with all environmental laws and treaties. Supplier must ensure that it will only use packaging materials that comply with all environmental laws and treaties.

Diversity and Sustainability

Our Suppliers are encouraged to have active diversity and sustainability programs and to support the businesses and communities by engaging with small businesses and diverse categories. We value inclusive procurement practices with businesses of all types of ownership and control. We seek to work with partners that share our commitment to diversity and inclusion in the workforce. Our diversity and inclusion policy can be found at <https://investors.marronebio.com/governance/documents/>.

In each of the countries within our global footprint, we encourage third-party diversity certification for our business partners that are owned and controlled by ethnic minorities, aboriginal people, women, individuals with disabilities, veterans, LGBT+ people, and small businesses.

We value sustainability as a global company and encourage our Suppliers to seek third-party assessment of their sustainable practices and policies.

Collective Bargaining

We expect our Suppliers to allow freedom of association of their employees, recognize the right to collective bargaining as a means to resolve issues, and respect all laws regarding these rights.

Fair Wages

We expect our Suppliers to comply with all applicable laws regarding work hours and overtime, including all applicable laws regarding wages and benefits.

Ethical Procurement Practices

We expect our Suppliers to engage in ethical procurement practices that are properly documented, clearly defined in nature and purpose, and are in accordance with standard, written trade terms.

Safeguard Intellectual Property and Confidential Information

We expect our Suppliers to protect all confidential information, including personal information, to prevent its misuse, theft, fraud, or improper disclosure and to abide by the confidentiality agreements signed with MBI. Suppliers must take care in handling and discussing such information to ensure the company's intellectual property, brands, trademarks, copyrights, proprietary technology, and processes are properly protected. We expect our Suppliers to put appropriate administrative, physical, and technological controls in place to protect the security of the confidential and personal information that they collect, store or transmit and to immediately notify MBI in the event of an information security incident that involves the confidential or personal information.

Do Not Engage in Insider Trading

We expect our Suppliers not to engage in or support insider trading using confidential information.

Antitrust Laws

We expect all Suppliers to comply with all applicable laws regarding fair competition and antitrust.

Conflict of Interest

We require our Suppliers to disclose any conflicts of interest or potential conflicts of interest and to cooperate with MBI to avoid, manage or resolve any actual or perceived conflicts of interest. We expect our Suppliers will

avoid any interaction with a MBI employee, or their family members, that may conflict, or appear to conflict, with an MBI employee or contractor acting in the interests of the company.

Due Diligence

Our Suppliers may be subject to due diligence checks using publicly available information to support our anti-bribery and anti-corruption compliance program, which can be found at <https://investors.marronebio.com/governance/documents/>.

Comply with International Trade Laws

We expect our Suppliers to comply with all applicable laws and regulations that govern international trade. Suppliers must provide the necessary documentation to ensure compliance with all country import and export laws and regulations. When applicable, Suppliers are expected to be compliant with supply chain security programs that MBI subscribes to and are encouraged to participate in local country security programs. Upon request, Suppliers are encouraged to provide Preferential/Free Trade Agreement Certificates to ensure proper origination of the product has been completed and may be asked to provide supporting documentation to confirm eligibility. We also expect our Suppliers will not participate in any boycotts that are in violation of law.

Sanctions and Embargoes

We expect our Suppliers will never sell, export, re-export, market or provide services to us that originate from or to a sanctioned or embargoed country, person or entity. It is also our expectation that Suppliers will never purchase products that are ultimately sold to MBI from a sanctioned or embargoed country, person or entity except where such sale is specifically authorized by license or authorization. Sanctioned containers or vessels must not be utilized for the transport of MBI products.

Counterfeit

Supplier commits not to knowingly or negligently, directly or indirectly, promote the sale of, solicit orders for or sell products that are not legally registered with the relevant authorities which are counterfeit.

Supplier commits to promptly alert MBI of any suspicious activities around illegal crop protection products or practices which could be damaging to the sale and/or reputation of MBI.

Gifts and Entertainment

Supplier must maintain the highest ethical standards. Supplier must not offer cash, favors, gifts, or entertainment to MBI's team members. Supplier shall also comply with MBI's Foreign Corrupt Practices Act (FCPA) policy, which can be found at <https://investors.marronebio.com/governance/documents/>.

Report Violations

Supplier shall self-report any violations of the Code of Conduct. Supplier can also submit questions and

comments regarding this Code of Conduct to MBI's liaison set out below:

Linda V. Moore
Chief Legal Officer
1540 Drew Avenue
Davis, California 95618
U.S.A.
1-530-750-2800
Or via email at: suppliercodeofconduct@marronebio.com

Supplier shall not retaliate or take disciplinary action against any worker who has, in good faith, reported violations or questionable behavior, or who has sought advice regarding this Code of Conduct.

A Supplier who believes a MBI employee, or anyone acting on behalf of MBI has engaged in illegal or otherwise improper conduct with respect to their business with the Supplier, should report the matter. Suppliers also should report any potential violation of this Code. A Supplier's relationship with MBI will not be affected by an honest report of potential misconduct.

Compliance with Laws

Supplier shall comply with all applicable national and local laws and regulations, including laws and regulations relating to all the Standards. Where this Code of Conduct requires Supplier to meet a higher standard than set out by law or regulation, Supplier shall meet such higher standards. Supplier acknowledges that these Standards set out audit standards that MBI may use to determine whether Supplier is meeting the requirements set out in this Code of Conduct.

Supplier acknowledges that MBI may in its discretion conduct inspections of the Facilities to confirm Supplier's compliance with this Code of Conduct. MBI has no obligation to conduct inspections.

Termination

MBI may immediately terminate its business relationship (including any purchase order(s) and purchase contracts) with Supplier if Supplier or its Partners fail to meet the Standards.

Continuous Improvement

As Marrone Bio Innovations also is now assessing, developing and implementing these policies, as well as committing to similar codes of conduct with our own customers, we recognize that achieving the requirements of a Supplier Code of Conduct is a dynamic and intensive process, and we join with both our suppliers and our customers in seeking and encouraging continuous improvement within our shared supply chain. Our program is always evolving as we continue to learn and address new challenges. We commit to regularly consult with

customers, suppliers and other stakeholders to benchmark against industry standards and with peers to improve our program.