



Supplier Code of Conduct

Why we use a Supplier Code of Conduct

To ensure responsible conduct with respect to ethical, social, and environmental issues, this Supplier Code of Conduct summarises the minimum requirements Valeo Foods is committed and to which we require to our suppliers to commit in order to conduct business ethically.

For the purposes of this code of conduct, the “Supplier” means any supplier and any business entity affiliated to such supplier (by way of consolidation in the same group of companies or throughout its own supply chain) who delivers including without limitation supplies, goods, services, consultation, equipment, and products to Valeo Foods companies.

HUMAN AND LABOUR RIGHTS



The Supplier is required to fully conform with human rights anchored within the UN Declaration of human rights, national law, and international treaties, in all respects. Also, to treat everyone respectfully and with dignity and respect the privacy and rights of everyone.

The Supplier shall not employ a child who is under the legal employment age (regulated by the applicable local laws). Every child is to be protected from economic exploitation and from carrying out work that can be considered dangerous, to have a negative effect on the child's education, or to be harmful to the child's health or development. The Supplier must be able to prove to true age of all employees.

The supplier shall not force any person to work against his or her will, will not persecute, discriminate and/or harass anyone based on any reason, such as gender, age, sexual orientation, skin colour, race, social background, ethnic origin, nationality, disability, pregnancy, religion, political opinions and union membership, as well as will not engage in sexual, physical or verbal abuse and corporal punishment and threat of the same or to force its employees to hand over their valuables or identification documents.



The Supplier is required to treat its employees, as well as job applicants, in a fair and equal manner and to respect the employees' freedom of association and right to collective bargaining.

All employees are treated equally in access to training, promotion, or termination of work. The Supplier is required to pay (and cause its sub-suppliers and subcontractors to pay) its employees at least the minimum salary in accordance with the applicable law and/or collective bargaining agreement.

Any deduction from standard wages (base pay salaries) as a disciplinary measure is prohibited. The Supplier is required to fully comply with applicable legislation and/or collective bargaining agreements related to working hours and rest periods. The contract of employment is always written and in language the employee understands. Workers are granted with annual leave and sick leave according to the local legislations.

OCCUPATIONAL HEALTH AND SAFETY



The Supplier is responsible for the health and safety of its employees. The Supplier shall at least comply with the minimum standards according to national and local laws and regulations regarding the work environment. Clean sanitary facilities and drinkable water must be ensured.

The Supplier shall take the best possible precautionary measures against accidents and occupational diseases. The Supplier must educate and train employees in health and safety issues as well as introduce and maintain an adequate occupational health and safety management system.

THE ENVIRONMENT



The Supplier is required to comply with all local environmental laws, regulations and standards applicable to its operations.

Valeo Foods Group is committed to reducing its impact on the environment and we strongly encourage suppliers to demonstrate a commitment towards the environment and to develop appropriate policies, targets, and environmental management systems.

The Supplier will observe environmentally friendly practices in all locations where it operates.

The Supplier must actively work to reduce emissions into the air, soil and waterways and make more efficient use of natural resources. Suppliers are expected to minimize the pollution and carbon impact. System for waste management shall be established. Suppliers of animal origin raw materials shall guarantee welfare practices.

BUSINESS PRACTICES, ANTI-CORRUPTION AND LEGAL COMPLIANCE



The Supplier is required to conduct its business in an ethical manner. This includes that the Supplier refrains from all forms of corruption and bribery, whether direct or indirect. The Supplier is especially required to ensure that payments, gifts and acts of hospitality are in compliance with applicable anti-bribery laws. Also, to strictly comply with all competition and anti-trust laws in all aspects of its business and/or which apply to Valeo Foods business.

The giving and receiving of gifts and entertainment have a role to play in building business relationships and generating goodwill. However, they should never create improper influence or obligate the recipient in any way. Valeo Foods Group employees are not allowed to provide or accept excessive or inappropriate entertainment, neither should such excessive gifts be provided on Valeo Foods behalf, and are only permitted to offer or accept gifts occasionally and that are of modest value.

VFG respects the confidentiality of information and expects its Suppliers to protect the confidentiality of all confidential information provided by Valeo Foods. Also takes responsibility of any personal data in its possession and complies fully with data security legislation, as well as it undertakes to have in place and to maintain all statutory social and other insurances and complies with international trade regulations and export control regulations.



The Supplier is required to accurately and transparently record information related to its business activities, financial figures and situation in conformity with applicable local legislation.

The Supplier is required to comply with all applicable legislation in all jurisdictions where it conducts business.

CONFLICTS OF INTEREST

The Supplier is required to avoid any potential conflicts of interest. Valeo Foods Group employees have a duty of loyalty to their Company. Valeo Foods Group employees should not be finding themselves in a situation where a conflict of interest arise, or where there can be the perception that it has arisen and must declare any such situation. The Supplier shall always disclose of any financial interest, excluding shares and other instruments on publicly listed companies, an employee of Valeo Foods Group may hold in the Supplier's business.

CO-OPERATION AND COMPLIANCE

The Supplier is required to ensure that this SCC is implemented. The Supplier shall ensure and regularly monitor the compliance with this SCC. Valeo Foods reserves the right to monitor the compliance of this SCC. The Supplier will allow Valeo Foods to perform compliance monitoring and audits of documents and premises related to the co-operation.



ENFORCEMENT

In case the Supplier does not comply with this SCC, Valeo Foods may provide the Supplier with guidance on necessary actions and the Supplier undertakes to take such corrective actions forthwith. If the Supplier fails to fully comply with the terms of this SCC, Valeo Foods has the right to terminate its business co-operation with the Supplier.

This termination right exists without prejudice to any other rights Valeo Foods may have under any contract between them and the Supplier.

AGREEMENT

The Supplier is by the signature(s) by its authorised representative(s) below committed to this Code of Conduct.

Signed

Company

Dated

