



Supplier Code of Conduct.

July 2022

Zeelandia has and always will strive to conduct business in a responsible manner, based on the duty to respect human rights, labour rights, protect health, safety, and the environment, prevent corruption and in general, apply sound business practices.

The Supplier Code of Conduct is to give clarity on Zeelandia's position to our suppliers and is based on amongst others the Universal Declaration of Human Rights, the ETI Base code, the UN Global Compact's

The themes of this Supplier Code of Conduct are aligned with the FoodDrinkEurope brochure on CSR.

Child labour is defined as employing young people under the age of completion of compulsory schooling or younger than 15 years (14 years where this is allowed according to ILO convention 138). If local legislation or local regulations stipulate a higher age limit, this has to be complied with.

Introduction.

Zeelandia expects its suppliers to comply with the requirements set out in this Supplier Code of Conduct, including environmental, social, and human rights aspects, in addition to meeting Zeelandia's standards and requirements set to the specification, quality, food safety, and delivery.

The Supplier Code of Conduct outlines a minimum standard of conduct. Zeelandia expects its suppliers to always try to exercise good judgment, care, and consideration when following the requirements and the intentions of the Supplier Code of Conduct.

Zeelandia requires any supplier to acknowledge, accept and adhere to this Supplier Code of Conduct. When selecting suppliers Zeelandia will consider their compliance with this Suppliers' Code of Conduct.

When this Supplier Code of Conduct has been communicated to and shared with a supplier, it is regarded as a contractual document and as an integral part of any contract entered into between the Zeelandia company and the supplier in question.

Suppliers are expected to be transparent about their material sourcing practices, and inclusive of the country of origin, and have an open dialogue with Zeelandia when facing challenges in their operations to adhere to this Supplier Code of Conduct.

Human rights and labour practices

The supplier shall respect international agreements on human rights, and be an example of good human rights practices in its operations.

The supplier shall be an example of good labour practises and the supplier will ensure continuous improvements of the working environment in its business.

The supplier shall respect the rights of employees to form and join trade unions of their choice, including labour organisations, and shall at a minimum comply with the requirements of applicable laws, rules, regulations and industry standards concerning working hours and minimum wages.

Wages and social benefits shall meet, at a minimum, national legal standards or industry standards, whichever is higher. Wages should be enough to meet basic needs. Social benefits shall at least be in accordance with national law or the prevailing industry standard, whichever is highest.

All workers shall be provided with a written contract of employment in a language they understand outlining their wage conditions and method of



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payments before entering employment. Deductions from wages as a disciplinary measure shall not be permitted.

All workers with the same experience and qualifications should receive equal pay for equal work.

The supplier shall provide equal opportunities for its employees and will not discriminate on the basis of race, gender, age, religion, marital status or sexual orientation, or use of forced labour.

The supplier shall respect the rights of children to develop and receive an education, and cannot engage in or tolerate the use of child labour.

Health and Safety

The supplier shall provide a safe and healthy working environment and prevent accidents, injuries, and illnesses related to working conditions as well as protect employees, contractors, and other actors along the food value chain.

Zealandia is committed to producing high-quality and safe products. Suppliers involved in any aspect of developing, handling, packaging, or storing our products are expected to know and comply with the product rules and regulations, quality standards, policies, specifications, and procedures that apply to the products produced in their location.

Environment

The supplier shall take full responsibility for their impact on the environment and shall proactively try to improve their business and environmental performance in order to protect the environment.

Hazardous chemicals and other substances are carefully managed and handled according to the supplier's best practices as well as local safety standards. Relevant discharge permits are obtained where required.

Deforestation

Use good environmental practices that avoid deforestation and protect against the conversion of natural and critical habitats leading to a loss of biodiversity. Apply good agricultural practices that enhance soil fertility and prevent erosion.

Animal welfare

For animal-based products, due consideration for the animals' welfare shall be ensured throughout the whole value chain.



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Waste

The supplier shall establish a plan for the reduction of environmental impacts, as well as follow up and document the work. This includes the use of resources; e.g. raw materials, packaging, energy, and water, as well as emissions from the operations.

The supplier shall establish a system for adequate waste management.

Responsible business conduct

The supplier shall not offer or provide, neither directly nor indirectly, any gifts, gratuities, or other benefits, which may influence decisions with respect to Zeelandia's relationship with the supplier or which may be conceived as a bribe.

The supplier shall not, directly or indirectly, reward or offer to reward any employee, agent, or sub-contractor of Zeelandia for entering into a contract or for requesting the supply of goods or services. Violations or unethical behaviour of supplier employees should be reported promptly to Zeelandia.

The supplier shall comply with all applicable laws and regulations relating to anti-bribery and anti-corruption, maintain in place and enforce policies and procedures adequate to ensure such compliance.

The supplier shall maintain fair commercial relations throughout the supply chain

Society

The supplier shall contribute positively to society and the local community, e.g. by:

- ✓ working with local communities to grow and maximise their full potential;
- ✓ working with local organizations to tackle social inequalities;
- ✓ employee volunteering schemes to build stronger links and better understanding between companies and communities;
- ✓ supporting and encouraging operating practices, farming practices and agricultural production systems that are sustainable and improve farmers' working conditions and their families' livelihoods;
- ✓ sourcing of raw materials on the basis of excellence in quality and respect for human rights, while at the same protecting and improving the natural environment;
- ✓ education and training to develop an educated workforce



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Material non-conformance is defined as a non-conformance within the supplier or with its upstream suppliers that could negatively affect the brand value of Zeelandia.

Compliance with this Code of Conduct by suppliers

The supplier shall at all times ensure compliance with or exceed its obligations as set out in this supplier Code of Conduct.

The supplier must be open for and collaborate with Zeelandia concerning issues stated in this Supplier Code of Conduct, as well as other Corporate Social Responsibility issues that may fall outside its scope.

Upon the request of Zeelandia, the supplier shall provide evidence of its compliance with all obligations set out in this Supplier Code of Conduct.

The supplier shall use all reasonable efforts to ensure that its agents and sub-contractors comply with the requirements under this Supplier Code of Conduct.

Material non-conformance will be reported promptly to Zeelandia.

Breach of Supplier's Obligations

In the event of a material and/or repeated breach by the supplier of any of its obligations under this Supplier Code of Conduct, Zeelandia is entitled in whole or in part to terminate its cooperation with the supplier, without incurring any liability towards the supplier.

Any products, which have been manufactured by or for the supplier in breach of its obligations under this Supplier Code of Conduct are deemed non-conform, and Zeelandia reserves the right to reject such products, without prejudice to any other rights of remedy available to Zeelandia under any purchase contract or the law.

As agreed upon:

Company Name: _____

Represented by: _____

Date and place: _____

Signature: _____