



Van Rees Group Global Supplier Code of Conduct

Purpose and Scope

At Van Rees Group, we believe acting ethically and responsibly is not only the right thing to do, but also the right thing for our business. Van Rees Group has developed a Global Supplier Code of Conduct (“**Supplier Code**”) to clarify our global expectations to those whom we conduct business with. The Supplier Code addresses business integrity, labor practices, associate health and safety, and environmental management. Van Rees Group’s Supplier Code is intended to complement Van Rees Group’s Global Code of Conduct and the company’s other policies and standards referenced herein.

Suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with Van Rees Group entities worldwide are expected to follow this Code. Van Rees Group reserves the right to verify compliance, and in the case of non-compliance the business relation can be terminated.

Business Conduct Principles

Van Rees Group expects its suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles:

- 1. Maintain awareness and comply with all laws and regulations applicable in the country(s) of operations.**
- 2. Compete fairly for Van Rees Group’s business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage.** Van Rees Group is committed to conducting business legally and ethically within the framework of a free enterprise system. Fraud and corrupt arrangements with customers, suppliers, government officials, or other third parties are strictly prohibited. “Corruption” generally refers to obtaining, or attempting to obtain, a personal benefit or business advantage through improper or illegal means. Van Rees Group suppliers are prohibited from providing or offering gifts to Van Rees Group employees that could inappropriately influence Van Rees Group’s business decisions or gain an unfair advantage.
- 3. Provide a workplace free from discrimination, harassment or any other form of abuse, while encouraging diversity and acceptance.** Van Rees Group suppliers shall create a work environment in which employees and business partners feel valued and respected for their contributions. Harassment, including unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive or hostile work environment will not be tolerated. Employment decisions must be based on qualifications, skills, performance and experience.
- 4. Treat employees fairly, including with respect to wages, working hours and benefits.** Van Rees Group suppliers shall comply with all applicable legal and regulatory requirements and will generally apply sound employee relationship practices. Working hours, wages and benefits will be consistent with applicable laws and industry standards, including those pertaining to minimum wages, overtime, other elements of compensation and legally mandated benefits.
- 5. Van Rees Group suppliers shall maintain and promote fundamental human rights.** Employment decisions will be based on free choice, under no circumstances shall forced labor be practiced. There shall be no use of physical punishment, threats of violence, or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

6. Prohibit use of child labor. Van Rees Group suppliers shall adhere to the minimum employment age limit defined by national law and or regulation, and comply with relevant International Labor Organization (ILO) standards. In no instance shall a supplier permit children to perform work that exposes them to undue physical risks that can harm physical, mental, or emotional development or improperly interfere with their schooling needs.

7. Respect employees' right to freedom of association and collective bargaining, consistent with local laws. Consistent with applicable law, Van Rees Group suppliers shall respect employees' rights to join or refrain from joining associations and worker organizations.

8. Provide safe and healthy working conditions. Van Rees Group suppliers shall proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented. Suppliers must implement systems and controls that identify hazards and assess, and control risks related to their specific industry. Also, suppliers shall provide potable drinking water and adequate restrooms, personal protective equipment, fire exits and essential fire safety equipment, emergency first aid kits and access to emergency response for environmental, fire and medical purposes.

9. Carry out operations with care for the environment and comply with all applicable environmental laws and regulations. The potential environmental impacts of daily business decision-making processes should be considered along with opportunities for the conservation of natural resources, recycling, source reduction and pollution control to ensure cleaner air and water and to reduce landfill wastes. Environmental and sustainability criteria are considered in sourcing of raw materials.

10. Maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.

11. Deliver products and services meeting applicable quality and food safety standards and regulation. Van Rees Group 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 quality standards, policies, specifications, and procedures that apply to the products produced at your location.
- Follow and adhere to good manufacturing practices and testing protocols.
- Have performed and documented a product defense hazard analysis including the record keeping of precautions that have been taken.
- Comply with all applicable federal, state, and local food safety laws and regulations.
- Report issues immediately to Van Rees Group that could negatively affect the quality or public perception of a Van Rees Group product.

12. Support compliance with the Supplier Code by establishing appropriate management processes and cooperating with reasonable assessment processes requested by Van Rees Group. To conduct business with Van Rees Group, suppliers must enter into contracts and execute purchase orders that mandate compliance with the Supplier Code.

Company

Title

Name

Signature/Date