

Care for tomorrow



**Vreugdenhil**  
Dairy Foods

# Supplier Code

01 - 2024







**Vreugdenhil Dairy Foods (Vreugdenhil) is committed to creating a sustainable future and driving positive change in our industry. As a Dutch producer of milk powders, we supply tomorrow's nutritional products and ingredients today. We want to be the most sustainable milk powder producer in the world. We expect our suppliers to share this vision and actively contribute to ethical conduct, labor and human rights, environmental stewardship and innovation. Together, we can create a supply chain that thrives on continuous improvement, making a positive impact on the environment, society, and the industry as a whole. Care for tomorrow.**

The Supplier Code helps to implement the Vreugdenhil business principles by determining specific minimum standards. It is the supplier's responsibility to ensure that its employees, employment agencies, traders, dairy farmers and sub-contractors adhere to this Supplier Code. By accepting the Supplier Code, the supplier is committing to ensuring that all existing and future contracts with Vreugdenhil fall under the provisions of the Code. Vreugdenhil urges its suppliers to speak out if they have concerns about a possible violation of this Supplier Code.





# Ethical conduct

Vreugdenhil is committed to conducting business with the highest level of integrity and ethical standards. We expect our suppliers to share this commitment by adhering to the topics below. With the Supplier Code we strive to foster a trusted and mutually beneficial partnership that is built on transparency, fairness, and ethical practices.

## Legal compliance

Compliance with all applicable laws and regulations of the country in which activities are carried out is essential.

## Improper advantage

In all its activities, the supplier may never offer or promise personal or inappropriate advantages directly or via intermediaries to obtain or retain a company or another advantage from a third party, irrespective of whether this is public or private. This includes elements of bribery and intimidation.

## Conflict of Interest

We expect suppliers to actively avoid any conflicts of interest that may compromise the fairness, objectivity, or transparency of their operations.

## Fraud

We have zero tolerance for any form of fraudulent activities within our supply chain. These activities include, but are not limited to, misrepresentation, falsification of records, embezzlement, bribery, or any other form of fraudulent behavior.

## Data Protection and Confidentiality

As a supplier, we expect you to take all necessary measures to protect the data and confidential information entrusted to you. This includes refraining from disclosing any proprietary or confidential information related to our business without prior consent.

## Transparency and Traceability

We expect suppliers to provide accurate and comprehensive information about your products, manufacturing processes, sourcing practices and any subcontracting relationships.





## Animal Welfare

We are dedicated to promoting and ensuring the welfare of animals in our business operations and supply chain. We expect our suppliers to share this commitment and comply with the “Five Freedoms of Animal Welfare” as adopted by the World Organisation for Animal Health:

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury, and disease, specifically dehorning without the use of pain relieve and tail docking shall be phased out
4. Freedom to express normal behaviour
5. Freedom from fear and distress

As animals and living environment form a crucial part of our dairy activities, the Dutch dairy sector formulated a sustainability programme for our dairy farmers (Duurzame Zuivelketen or Sustainable Dairy Chain). See <https://www.duurzamezuivelketen.nl/en/>. Suppliers should familiarise themselves with this programme and are urged to apply similar working methods.





# Labor and Human Rights

Vreugdenhil is committed to upholding and promoting human rights in accordance with international standards, including the ILO Declaration on Fundamental Principles and Rights, The United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. We expect our suppliers to share this commitment. By adhering to this Supplier Code, we aim to uphold the dignity and well-being of all workers, fostering a culture of fairness and respect within our supply chain.

## Forced labor

No forced or compulsory labour is permitted, all employees must be able to work freely. We do not tolerate any circumstances in which persons are coerced through the use of intimidation or violence. Employees should be free to leave their employment following a reasonable period of notice. The supplier should work with subcontractors who also adhere to these basic principles.

## Child labor

We respect the rights of the child, including the right to education, the right to rest and to play and a child's fundamental basic rights. Therefore child labor in the facilities of Vreugdenhil and its suppliers is not permitted.

## Discrimination

We aim to build a supply chain that respects and values the diverse backgrounds and contributions of all individuals, fostering an environment where everyone can thrive and reach their full potential. We expect our suppliers to actively work towards creating an inclusive and equitable environment for all individuals, irrespective of their race, ethnicity, religion, gender, sexual orientation, or any other characteristic protected by law.

## Protection from Abuse and Harassment

Harassment or abuse, whether verbal, physical, or psychological, undermines the dignity and well-being of individuals and has no place in our business relationships. We expect our suppliers to ensure that their employees, subcontractors, and other stakeholders are treated with fairness, respect, and professionalism at all times.

## Freedom of association and collective bargaining

Employee rights relating the freedom of association must be respected and employee rights to collective bargaining must be recognised. Employees must be able to do this without fear of retaliation.



## Working Hours and Fair Compensation

Wages and working hours should at least comply with all applicable wage and working hours' legislation, regulations and provisions including the minimum wage, overtime and maximum hours that apply in the country concerned. All employees must receive adequate payment and rest for a good standard of living, sufficient to provide for the fundamental basic needs of the employee and his/her family.



## Workplace environment

The supplier must provide its employees (including employees from employment agencies and subcontractors) with healthy and safe working conditions. Employees must have access to clean drinking water and sanitation services. If the supplier provides living accommodation for its employees, it must ensure that the living conditions are safe. The supplier's employees are authorised to stop unsafe work and to report incidents and unsafe working methods. The supplier maintains emergency procedures to respond to accidents and emergency situations that have consequences for health, including access to effective medical care.

## Social Responsibility and Civic Engagement

We expect suppliers to keep in close touch with the local communities regarding actual or potential impacts from the company operations. At all parts in the value chain, land rights are respected and there will be no forced evictions. We value suppliers who actively engage in community outreach programs, philanthropic initiatives and environmental conservation efforts.





# Environmental Stewardship

Vreugdenhil is committed to reducing our environmental footprint to ensure a sustainable future. We expect our suppliers to share this environmental consciousness and actively contribute to this goal by adhering to the topics below. With this Supplier Code, we can collectively work towards a greener and more sustainable future, mitigating the impacts of climate change and preserving resources for future generations.

## Climate action

We require our suppliers to reduce their carbon footprint by adopting environmentally responsible practices, such as minimizing greenhouse gas emissions, improving energy efficiency, using renewable energy sources and the adoption of sustainable transportation solutions.

## Pollution and resource management

We expect our suppliers to closely monitor air, water and soil emissions, reduce them to a minimum and treat them, where necessary. Waste and wastewater should be minimized, preferably separated, and treated according to local laws before disposal or discharge. For packaging we aim at reducing the amount of packaging and increasing the use of recycled content in (tertiary and secondary) packaging, and expect our suppliers to do the same.

To ensure safe handling, storage and disposal, suppliers must identify and manage substances that pose a hazard if released into the environment and comply with applicable laws and regulations.

## Biodiversity

We expect suppliers to make an effort to stop biodiversity decline. This means products will not be sourced from high conservation or protected areas and endangered species will be protected from impacts from the suppliers operations.





# Continuous Innovation and Improvement

Vreugdenhil embraces a culture of continuous improvement and innovation as key drivers of success. We expect our suppliers to share this mindset and actively pursue excellence in all aspects of their operations.

## Grievance Systems and Violation Reporting

At Vreugdenhil, we understand the importance of providing a safe and confidential platform for reporting any (possible) violations of our Supplier Code. We have established robust grievance systems to ensure that all stakeholders, including suppliers, and other relevant parties, can confidentially report any concerns or violations they may encounter. Employees who observe or suspect a possible violation of these standards in our own activities or in the supply chain, are urged to report their concerns to their manager, a HR colleague or a confidential counsellor. Everyone can also report (potential) violations or misconduct, anonymously if preferred, via our website: <https://www.vreugdenhildairyfoods.com/contact/>. All reports will be treated with the utmost confidentiality and handled in a prompt and thorough manner to make sure we prevent violations in the future and find an appropriate solution in the event that human rights are infringed.

## Compliance

Vreugdenhil retains the right to verify the supplier's compliance with the Code. In the event that Vreugdenhil is informed of actions or conditions that are not in compliance with the Code, Vreugdenhil retains the right to demand corrective measures. Vreugdenhil retains the right to terminate the contract when a supplier is consistently found to be non-compliant with this Supplier Code and does not demonstrate adequate improvements.





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## Supplier declaration

I confirm that I fully understand the requirements and that I, and the company, its subsidiaries, and employees that I represent, shall comply with this Supplier Code.

Company name

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Name and position authorized representative

.....

Date

.....

Signature



**Adres**

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