

# Supplier Code

The Supplier Code helps to implement the Vreugdenhil Dairy Foods (Vreugdenhil) business principles by determining specific minimum standards. It is the supplier's responsibility to ensure that its employees, agents, 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 Dairy Foods fall under the provisions of the Code.

Vreugdenhil also expects suppliers to take the necessary steps to ensure that their own suppliers meet the minimum standards set in the Supplier Code. Vreugdenhil urges its suppliers to speak out if they have concerns about a possible violation of this Supplier Code.

## **Responsibility with respect to company integrity**

### Compliance with the law

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. The supplier may also not accept such an advantage in exchange for preferential treatment from a third party. Business should be carried out with integrity.

### Bribery

We do not permit any form of bribery, at any time or in any place. We expect that suppliers report relevant concerns, either to their Vreugdenhil contact or via our confidential link on our website: <https://www.vreugdenhildairyfoods.com/contact/>.

## **Responsibility with respect to the environment and local environment**

Vreugdenhil expects the supplier to aim for continuous efficiency and sustainability improvements in its activities. The supplier must work with care for the environment and ensure compliance with all applicable legislation and regulations in the country in which products or services are manufactured or supplied. On request, the supplier should inform Vreugdenhil about developments with respect to the environment.



### **Responsibility with respect to animal welfare**

If applicable at the company, suppliers must ensure a safe, healthy and low-stress environment for animals within their supply chain. A high level of animal welfare is key to the regeneration of farms, reinforcing their economic sustainability, performance and competitiveness. 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.

### **Responsibility with respect to employees**

#### Child labour and forced labour

Child labour is not permitted and suppliers are expected to comply specifically with the relevant International Labour Organisation (ILO) standards. No forced or compulsory labour is permitted and employees should be free to leave their employment following a reasonable period of notice. The supplier should work with sub-contractors who also adhere to these basic principles.

#### Non-discrimination and human rights

The supplier may not discriminate during recruitment and employment on the basis of criteria including race, skin colour, religion, gender, age, physical ability, national origin or sexual orientation.

Human rights shall be respected and no single employee should suffer from intimidation, physical or mental punishments or other forms of misuse. Also see our Human Rights Policy.

#### No intimidation

The supplier does not tolerate sexual, physical, verbal or psychological intimidation, bullying, misuse or threats in the workplace.

#### Working hours and wages

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.

#### 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, if this is permitted by law.



Workplace environment

The supplier must provide its employees with healthy and safe working conditions. 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. We consider this to be an opportunity to identify potential misconduct, instead of ignoring this. Suppliers can report this, anonymously if preferred, via our website: <https://www.vreugdenhildairyfoods.com/contact/>.

**Audit and termination of the supplier agreement**

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 a contract with a supplier if this does not satisfy our Supplier Code.

Company name	Date	Signature