

SUPPLIER CODE OF CONDUCT

The commitment of **ABC Companies** (“Company”) to corporate social and environmental responsibility extends to our global supply base and we expect all Company suppliers to conduct their worldwide operations in a socially and environmentally responsible manner.

This **Supplier Code of Conduct** sets forth the Company's minimum expectations with respect to the policies, processes, and actions of suppliers on the topics described below in connection with their contractual agreements with the Company. This Supplier Code of Conduct shall be deemed to be incorporated by reference into all contracts for the purchase and sale of goods and services between the Company and its suppliers.

Supplier is responsible for compliance with the standards set out in this Code of Conduct ("**Standards**") throughout its operations and throughout its entire supply chain. Supplier is also responsible for compliance with the Standards by all of its suppliers, vendors, agents, and subcontractors and their respective Facilities ("**Partner(s)**").

The Company's goal and commitment is to work collaboratively with its suppliers to encourage compliance with the following principles:

- 1) **Legal and Ethical Compliance:** Suppliers must ensure their operations, and the products supplied to the Company comply with all national and other applicable laws and regulations. Suppliers are expected to have in place policies and procedures to conduct their business in compliance with all applicable laws, rules, and regulations, including antitrust laws, and applicable sanction regimes in bribery, corruption, money laundering, or other fraudulent practices.
- 2) **Human Rights and Labor:** Suppliers are expected to ensure that slavery and human trafficking are not taking place anywhere in their supply chains or in any part of their business and to comply with international human rights and labor standards. Suppliers acknowledge and understand that the Company has zero tolerance for violence, harassment, or abuse in the suppliers' operations and for discriminatory policies.
- 3) **Supply Chain Responsibility:** Suppliers are expected to have in place enhanced levels of control and transparency to assist the Company in the commitment to provide traceability throughout the supply chain. The Company expects suppliers to engage in and be supportive of sustainability commitments to improve the quality of farmers' yields, quality of product, and, in turn, their income.
- 4) **Environment:** The Company expects its suppliers to comply at a bare minimum with environmental laws, to hold required permits and commit to improve environmental practices, and to minimize the environmental impact of their operations through, amongst other things: (i) efficient use of natural resources; (ii) the responsible use of water and energy resources and maintenance of air quality; (iii) proper recycling or disposal of waste; and (iv) practices to avoid adverse impacts in relation to pesticides and deforestation.
- 5) **Health and Safety:** Suppliers are expected to adhere to local health and safety laws and work towards safeguarding the health and safety of their employees.

- 6) **Continual Improvement:** Suppliers must integrate environmental, occupational health and safety, and human rights and labor policies into their business and decision-making processes. Suppliers must maintain effective management systems that are based on sound business and scientific principles, which include establishing appropriate objectives and targets, regularly assessing performance, and practicing continual improvement.
- 7) **Information Access:** Suppliers must provide clear, accurate and appropriate reporting to the Company upon request.

The Company may assess compliance with this Code at any time it has a business relationship with the supplier, and any violations of this Code may lead to termination of the business relationship.

This Code is being reviewed on a regular basis. Suppliers will be notified of any important change and the latest version will be available on the Company's website.

In selecting and retaining qualified suppliers, the Company will show preference to suppliers that meet the requirements of this Code.