

# Supplier Code

Version 4 (22-01-2016)

This supplier code helps to implement the business principles of Vreugdenhil Dairy Foods (Vreugdenhil) by establishing certain minimum standards. It is the supplier's responsibility to take care that their employees, agents, farmers and subcontractors comply with this supplier code. By acceptance of the supplier code, the supplier commits that all existing and future agreements with Vreugdenhil Dairy Foods will be subject to the provisions of the code.

## **Responsibility with respect to business integrity**

### Compliance with the law

There must be compliance with all applicable laws and regulations of the country where operations are undertaken.

### Improper advantage

In all its activities, the supplier must never, directly or through intermediates, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third party, whether public or private. Nor must the supplier accept any such advantage in return for any preferential treatment of a third party. Business will be conducted with integrity.

## **Responsibility with respect to the (local) environment**

Vreugdenhil expects the supplier to continuously strive towards improving the efficiency and sustainability of its operations. The supplier must operate with care for the environment and ensure compliance with all applicable laws and regulations in the country where products or services are manufactured or delivered. On request the supplier shall report Vreugdenhil on the development with respect to the environment.

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

If applicable to its business, suppliers should provide a safe, healthy, and low-stress environment for animals within their supply chain. Since animals and habitat are a critical part of our dairy business, we have created a sustainability programme for our dairy farmers. Suppliers should review this programme and are encouraged to implement similar practices.

## **Responsibility with respect to employees**

### Child labour & forced labour

There shall be no use of child labour, and specifically there will be compliance with relevant International Labour Organization (ILO) standards. There shall be no use of forced or compulsory labour, and employees



shall be free to leave employment after reasonable notice. The supplier shall not work with subcontractors, that engage in such practices or utilize such facilities, for the manufacture of products.

Non-discrimination & human rights

The supplier shall not discriminate in hiring and employment practices on the grounds of criteria such as of race, colour, religion, sex, age, physical ability, national origin, or sexual orientation. There shall be respect for human rights, and no employee shall suffer harassment, physical or mental punishment, or other forms of abuse.

Working hours & wages

Wages and working hours will, as a minimum, comply with all applicable wage and hour laws, and rules and regulations, including minimum wage, overtime and maximum hours in the country concerned.

Freedom of association and collective bargaining

There shall be respect for the right of employees to freedom of association and recognition of employees' rights to collective bargaining, where allowable by law.

Workplace environment

The supplier shall provide employees with safe and healthy working and, where provided, safe housing conditions.

**Audit and termination of the supply agreement**

Vreugdenhil reserves the right to verify the supplier's compliance with the code. In case Vreugdenhil becomes aware of any actions or conditions not in compliance with the code, Vreugdenhil reserves the right to demand corrective measures. Vreugdenhil reserves the right to terminate an agreement with any supplier who is not in compliance with our code.

Company name	Date	Signature