



ForFarmers Supplier Code of Conduct

Introduction

Purpose

Our core values are embedded in our actions: **P**assionate, **R**esponsible, **O**pen-minded, **U**nited and **D**elivering (**PROUD**). We are committed to conducting our business activities respectful and straightforward, while acting in accordance with applicable law, rules and regulations, and we expect our suppliers to do the same. We are committed to deliver top results and proud to work for this every day. The success is dependent on the attitude and efforts of people. Our values summarized in PROUD are our guideline in setting clear ESG ambitions. This is how we want to interact with customers, chain partners, suppliers and other stakeholders.

This Supplier Code of Conduct (**'Code'**) sets out the principles and requirements for responsible business conduct, corporate governance and integrity. It is based on the UN Guiding Principles on Business & Human Rights (UNGPs) and the OECD Guidelines for MNEs on Responsible Business Conduct (OECD Guidelines) and includes requirements regarding fundamental international conventions and guidelines in the areas of human rights, health and safety, social, and environment responsibility, sector specific guidelines, business ethics and conduct. The Code will be reviewed and, where necessary, updated at least every 24 months, which will be communicated with our suppliers.

Scope and applicability

This Code applies to our suppliers. For other business relationships, our expectation on (ethical) behaviour is set out in our Third-Party Code of Conduct. We expect that suppliers and their employees adhere to this code (or has in place a code of conduct of a similar nature), see to it that their contractors do the same, and together with them ensure that the requirements are met. The requirements outlined in this document are in addition to all applicable national, EU and international legislation and industry best practice.

Continuous Improvement

We know that achieving some elements of our Code may not always be easy. However, we are determined to achieve our ESG ambitions and aim to work with partners that want to join us on this journey. Therefore, we expect all our suppliers to commit to all elements of the Code and if necessary, adopt a continuous improvement approach to comply with all elements of the Code. This includes the commitment to time-bound action plans and working to resolve any issues identified timely, without undue delay, and in a sustainable way.

Supporting our suppliers

Partnerships are not one-way relationships, and we understand we must work together to achieve the objectives set out in this Code. Therefore, where relevant, we will support our suppliers by:



- a. Communicating the Code down their supply chains, creating a cascading effect of accountability throughout the value chain. The Code should always be accompanied by measures to verify compliance, for example by conducting regular audits and assessments or setting up mechanisms for suppliers to report any issues.
- b. Providing or enabling access to capacity-building and additional support necessary to comply with the code and to prevent and cease any identified actual and potential adverse impacts. Particularly, recognizing the unique challenges faced by small and medium-sized enterprises (SMEs) in meeting sustainability and due diligence obligations, ForFarmers can provide targeted and proportionate support to our SME business partners.

Traceability

At ForFarmers we aim to understand our supply chains from the source to the end-product. Our suppliers play an essential role in providing this information. We proactively engage with our suppliers and if applicable, relevant data will be captured through compliance auditing and monitored and tracked using our (compliance) reporting platform. All suppliers should strive to implement systems that trace products back to their source and we will (if relevant) require our suppliers to share this information with us.

Monitoring progress

To ensure our suppliers meet our requirements we conduct monitoring activities to evaluate supplier's compliance with the Code. We will do this by using a combination of self-assessment questionnaires and site visits by trusted third parties and/or our own staff. Supplier will need to do their best effort to provide more information, if we consider this relevant and necessary.

Violations

If ForFarmers suspects or identifies infringement of this Code, appropriate measures will be taken (e.g. corrective action plans), accompanied by, where relevant, support from ForFarmers as per section 'Supporting our suppliers'. In case of severe human rights violations and environment impacts, ForFarmers can take further measures at her discretion (e.g. suspend the business relationship with the supplier or relationships with business partners will be terminated if the supplier is unable or unwilling to timely resolve their non-compliance). Nevertheless, prior to these further measures, we will assess if the adverse impact of doing so is expected to be less severe than the adverse impact that could not be prevented or adequately mitigated otherwise.

We encourage employees, suppliers, partners, and other stakeholders to report their concerns via their own grievance mechanism, if they are confronted or become aware of potential issues or abuses which may entail (suspicion of) wrongdoing within their operations or their supply chain. To facilitate this, we encourage suppliers and partners to have robust grievance mechanism in place. If it is not possible to report the concern via the relevant mechanism of your company, (employees of) suppliers, partners or other stakeholders can use the ForFarmers' Speak-up Reporting Procedure.



Supplier Code of Conduct

1 Human Rights

ForFarmers will try to prevent, identify, mitigate and (contribute to) remediate human rights impacts resulting from or caused by our business activities, including those which we are linked to by the activities of our suppliers. While we respect all human rights, we focus our efforts on those adverse human rights impacts that stand out because they are at risk of the most severe negative impact through our activities or business relationships. Currently, we identified the following salient human right issues for the supply chain:

1. **Health and safety of workers:** Safe and healthy working conditions.
2. **Living wage:** The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family.
3. **Prohibition of child- and forced labour:** Children and young persons should be protected from economic and social exploitation. No one shall be required to perform forced or compulsory labor.

Our commitment to respecting human rights extends to our suppliers:

- Suppliers should have a policy, covering human rights issues and ensure it is communicated to all appropriate parties, including its own suppliers.
- Suppliers should have a designated person responsible for implementing standards concerning human rights.
- Suppliers shall identify their salient human rights issues in their own operations, those of their subsidiaries and across their value chains, including impacts the supplier caused, contributed to and is linked to. Where suppliers have an adverse impact on human rights in their own operations, or across their value chain, they shall address these issues, enable effective remediation and track effectiveness of the measures. As outlined in section 'Supporting our suppliers', this may be a joint effort between ForFarmers and the supplier.
- Suppliers shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter.
- Suppliers shall identify and engage with their stakeholders, including rights-holders, throughout the due diligence process and at least in the following steps: when identifying, assessing and prioritising adverse impacts, when developing prevention and correction action plans, when deciding to terminate or suspend a business relationship, and when adopting appropriate measures to prevent or mitigate adverse impacts.

1.1 Health and safety

One of our core values is acting **Responsibly**. We care about the health and safety of our employees, contractors and visitors and strive to zero serious incidents on sites of ForFarmers. We are committed to providing a healthy and safe working environment. We expect that Suppliers will also take care of the health and safety of their employees, contractors and visitors, so:



- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Workers and contractors shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers and contractors.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers and contractors.
- Suppliers shall assign responsibility for health and safety to a senior management representative.

1.1 Living wage

Ensuring living wage is part of our value **United and Open-minded**. The remuneration received for a standard workweek by a worker in a particular place is sufficient to afford a decent standard of living for the worker and her or his family:

- Suppliers shall provide living wage to their employees, as defined by the International Labour Organisation (ILO).
- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.
- Suppliers shall assign responsibility for ensuring living wage to a senior management representative.

1.2 Prohibition of child- and forced labor

We are against child- and forced labor in our own operations and in our value chain. Focus on prohibition of child and forced labour, in accordance with the ILO conventions and our value **United**.

2 Diversity, equity and inclusion

Open-minded and **United** are two relevant values for ForFarmers. We respect and value diverse life experiences and heritages and are committed to promoting and providing equal opportunities in employment and avoiding discrimination at recruitment and during employment. We aim to have a diverse and inclusive workplace: where all employees feel valued and respected whatever their gender, race, ethnicity/national origin, age, sexual orientation or identity, education, disability or religious belief. This commitment extends to our suppliers, and the suppliers shall ensure that there is no:



- inhuman or degrading treatment, torture or threat, including physical punishment, harassment, sexual or verbal abuse, physical, moral or psychological coercion.
- discrimination of any kind, whether based on gender, race, religion, nationality, age, sexual orientation, gender identity, ethnicity, physical abilities and other characteristics of colleagues, employees, customers and partners.

3 Environment

With our mission '**For the Future of Farming**' we are committed to a future proof farming business and making the agricultural sector more sustainable by leading the way with knowledge, advice, support and products on the farm. Close to the farmers, solution oriented and open view of the future we want to contribute to affordable and sustainability food.

We acknowledge that cooperation in the chain is essential and encourage our suppliers to align their sustainability ambitions in line with ForFarmers ambitions. We are committed to reducing our own and our customers' carbon footprint. We are bringing more co-products back into the food chain and in this way, we enhance circularity. And we are committed to protecting biodiversity on our planet. Our suppliers should have appropriate sustainability ambitions in place with a climate change mitigation plan in line with the Paris climate agreement. This implies:

- Suppliers comply with all applicable laws and regulations relating to environmental protection, (including all upcoming regulation, such as the prohibitions and obligations included in environmental instruments of the CSDDD);
- Suppliers recognize their environmental impact and their commitment on acting in a responsible and sustainable manner and improvements to lessen its negative impact on the environment. This includes, but is not limited to, avoiding or reducing carbon emissions, efficient use of resources and protection of biodiversity.
- Suppliers will report about these KPIs and progress and have any environmental certifications or any environmental management systems documentation for managing, measuring and reporting on environmental impacts.

4 Business Ethics and integrity

We are committed to conducting our business activities respectful and straightforward, while acting in accordance with applicable laws, rules, regulations and our values and Code of Conduct and this Code, and we expect our suppliers to do the same. Our actions are embedded in our core value **Delivering**:

- Compliance with all applicable labor laws and regulations and internationally accepted standards of workers' rights, with setting working hours and over-time in conformity with international labour and human rights law. Should local legislation set an even higher standard, due to its further tailoring to the local circumstances, this shall prevail over international standards.



- Respect of freedom of association and collective bargaining in accordance with applicable laws, regulations and ILO conventions.
- Conducting their business ethically and comply with all applicable laws and regulations relating to fraud prevention and control, accounting and taxation and prevent facilitation payments.
- Creating a safe working environment where partners and employees feel respected and treated equally is key. Therefore, clear guidelines linked to expected business conduct should be in place.
- Having appropriate guidelines for protecting business assets and information and ensuring that sensitive and confidential matters will keep confidential and secured well.
- Avoiding any actual or perceived conflict of interest and shall disclose any conflict of interest or potential conflict of interest which may affect ForFarmers.
- Having anti-trust guidelines with clear do's & don'ts.
- Keeping gifts and hospitality appropriate and reasonable in nature.
- Ensuring that the staff whose job roles carry a higher level of risk in ethical Business Practice (e.g. sales, purchasing, logistics) are trained on what action to take in the event of an issue arising in their area.
- Communicating their Business Ethics policy, covering bribery, corruption, or any type of fraudulent Business Practice to all appropriate parties, including its own suppliers.
- Having access to a transparent system in place for confidentially reporting (speak up procedure) and dealing with unethical Business Ethics without fear of reprisals towards the reporter.
- Having a designated person responsible for implementing standards concerning Business Ethics.