

## Supplier Code of Conduct

De Weerd Specerijen is committed to ethically and ecologically sustainable behavior as well as integrity in all of its business activities. The associated moral values and standards were laid down in this Code of Conduct. Compliance with it is mandatory for management and employees of De Weerd Specerijen.

In order to fully meet our principles, we must also extend them to our business partners. Besides economic criteria, the elements relevant for the selection of our suppliers as well as for the assessment of the supplier relationship also include compliance with these principles.

Therefore we demand our suppliers and their business partners to act in accordance with these principles and the applicable statutory provisions and to fulfill all internationally accepted relevant standards and specifications defined.

### CONDUCT PRINCIPLES

#### **Forced or involuntary labor**

Employment is voluntary and does not use any prison, slave, bonded, forced labor or trafficked human beings.

#### **Child labor**

The supplier must adhere to the minimum employment age limit defined by national law or regulation, and comply with the International Labor Organization (ILO) Convention 138 on the Minimum Age of Employment and Convention 182 on the Worst Forms of Child Labor (See Annex 1).

#### **Inclusive work environment**

The supplier shall not discriminate, exclude or give preference on the grounds of race or ethnic origin, gender, religion, disability, age and sexual orientation in recruitment or career development.

#### **Working hours**

The supplier complies with applicable laws and benchmark industry standards regarding working hours, rest periods and overtime hours.

#### **Adequate health and safety**

The supplier strives to maintain a safe and healthy working environment that complies with the relevant regulations.

If applicable, the supplier makes protective equipment/clothes available to employees.

Health and safety risks are being prevented to provide an environment free from occupational injuries and illnesses.

#### **Freedom of association**

The supplier recognizes and respects employees' rights to join associations, trade unions and to bargain collectively.

**Living wages**

Wages and benefits will be consistent with laws and industry standards including overtime pay. The supplier strives to pay living wages to their employees and endeavor that a living income is earned throughout the entire supply chain.

**Environment**

The supplier should have the necessary environmental policies in place to comply with applicable legislation and to minimize the use of energy, water, pesticides, fertilizer and the amount of created waste from his operations.

**Land ownership**

Protect the land rights of communities, indigenous people and address any adverse health or safety impact of operations on surrounding communities.

**Quality of the goods**

The supplier is expected to know and comply with the product quality standards, policies, specifications, and procedures that apply to the products produced at his or her location, adhere to good manufacturing practices and testing protocols.

Hazard analysis should be performed and precautions that have been taken documented.

Traceability of the product should be provided.

**Fair competition**


Fraud and corrupt arrangements with customers, suppliers, government officials, or other third parties are prohibited.

The supplier is prohibited from providing or offering gifts to employees of De Weerd Specerijen that could inappropriately influence De Weerd Specerijen business decisions or gain an unfair advantage

**ASSESSMENT**

Issues that are inconsistent with this code should immediately be reported. De Weerd Specerijen reserves the right to verify the supplier's and representative's compliance with this Code. If cases of non-compliance in supply chains are found, the supplier, possibly in collaboration with De Weerd Specerijen, will develop ways and means to correct the non-compliance, provided De Weerd Specerijen receives the commitment from the supplier to correct the non-compliance within due time. If there is no commitment or lack of corrective measures, such may result in De Weerd Specerijen ceasing to do business and as a final resort terminating the contract with the supplier without any consequences.

In line with the growing demand for sustainable products, suppliers are strongly encouraged to become a member of SEDEX, BSCI or equivalent, to complete the Supplier-Questionnaire and to undergo third-party sustainability audits.

	<b>MAKING TASTE TOGETHER</b>	Supplier Code of Conduct
		Versie: 1, 1 december 2023

Annex 1: <https://wageindicator.org/salary/living-wage>

Name of Company:

Address of company:

Authorized representative / Position:

Date and place: