

Nedspice Group Supplier Code of Conduct

Revision date: 20 May 2024

I. INTRODUCTION

Nedspice is committed to conduct business via standards of social, ethical, and environmental principles and to positively contribute to achieving the United Nation's sustainable development goals¹. For this reason, as our supplier, we expect you to follow environmentally responsible practices, apply general manufacturing best practices, provide safe working conditions, and treat people working within your organization with dignity, justice, and respect.

Based on the Nedspice Business Principles, we issue this Supplier Code of Conduct which outlines Nedspice's expectations for Supplier behavior and culture regarding legislation compliance, people, health & safety, quality & food safety, community, environment, and integrity.

We expect you to operate in accordance with the principles outlined in this Supplier Code of Conduct and in full compliance with all applicable laws and regulations. Furthermore, we expect our suppliers to select, support and develop their own suppliers in accordance with the guidelines of this Supplier Code of Conduct.

If during the relationship between Supplier and Nedspice, at any moment in time there are any concerns or doubts if all items detailed within the Supplier Code of Conduct are being followed by either party, this should be reported to compliance@nedspice.com and/or the online (anonymous) 'Grievance Portal':



<https://grievance.nedspice.com>

II. SUPPLIER CODE OF CONDUCT

Legislation compliance

Stay informed and adapt to national and international legislation(s), industrial standard(s) and agricultural standards where relevant for your business practices. We do not engage with third parties that are in any way involved in the weapon industry, nor with parties that are on the UN, EU sanction list or on the Politically Exposed Persons list.

Our suppliers are expected to implement the principles, norms and values described in this Supplier Code of Conduct and to monitor compliance by employees and their suppliers. Our suppliers will not tolerate discrimination against anyone who reports violations of these principles. Our suppliers have the obligation to report and be transparent to Nedspice about (potential) violations of these principles.

People (Universal Declaration of Human Rights)

We expect you to see the people you work with as equals. Showing fairness and honesty, earning respect by respecting others and acting with integrity are important factors. We need your commitment to work with your employees to develop and enhance everyone's skills and capabilities.

Nedspice will not accept our suppliers to use or support child labour (Follow ILO 182² or local legislation, whichever is more stringent) within your facilities or supply chain; we believe that children should be able to play and learn in school instead of work.

¹ <https://sdgs.un.org/goals>

² https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182

Furthermore, Nedspice expects from suppliers that in their entire supply chain there exists:

- No human trafficking³ or involuntary or forced labour⁴.
- No discrimination⁵ to anyone working within or outside your organization.
- Respect for the right of employees for Freedom of Association⁶ and Right to Collective Bargaining⁷.
- Working hours and wages that are according to national legislation(s) and agreement(s).
- Safe working environment for all employees according to national health and safety by applicable laws and standards.

Health and safety

We expect our suppliers to provide a safe and healthy workplace to prevent potential occupational accidents. Systems should be in place which detect, avoid, and respond to risks, including the provision of medical attention in event of work-related injury, and records should be kept of all accidents. If applicable, personal protection equipment should be available, as well as clean toilets, potable water, sanitary food storage as well as decent and safe dormitories.

Quality and Food safety

Nedspice assures to the best of its knowledge that its products are produced according to the food safety standards requested by its customers. Therefore, we request our suppliers of agricultural goods to deliver raw materials and/or semi-finished goods that comply with these food safety standards. In case a product does not meet Nedspice's product specification, the supplier needs to take appropriate action and inform us immediately about the situation. Evidence of adulteration, food fraud or other illegal practices are strictly prohibited within Nedspice supply chains.

Community and Environment

We believe in positive engagement with the communities in which we operate. We are open to and respect local cultures. Nedspice conducts its business activities in an environmentally responsible manner and commits to sustainable development. Hence, we expect our suppliers to do the same. We encourage suppliers to create local jobs and develop the skills of their (local) employees, seek for opportunities to employ people with a distance to the labour market with decent work within their abilities, to actively seek for improvements to protect the environment during your activities, pay specific attention to the consumption of raw materials, water, energy and other resources within your processes, as well as minimize harmful waste emissions to the environment. We are committed to ensure that materials from our direct sourcing supply chain will not originate from land that is deforested or converted from natural ecosystems after 31 December 2020 and we expect the same from our suppliers.

Integrity

We expect our suppliers to place reliability and integrity as preconditions in their relationship with all stakeholders working within or outside the organization. Unethical business practices are strictly prohibited. We always adhere to the applicable national and international laws, regulations, and standards in the places where we do business and expect our suppliers to do the same.

Definitions:

³ the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit (**United Nations**)

⁴ all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself [or herself] voluntarily". (**Article 2 of the ILO Forced Labour Convention, 1930**)

⁵ any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. (**ILO convention No. 111**)

⁶ the right of individuals to interact and organize among themselves to collectively express, promote, pursue and defend common interests. This includes the right to form trade unions. (**United Nations**)

⁷ a key means through which employers and their organizations and trade unions can establish fair wages and working conditions (**1998 ILO Declaration on Fundamental Principles and Rights at Work**)



In case there might be a conflict of interest, either due to existing relationships between suppliers and Nedspice employees or for other reasons, this should be shared with Nedspice through compliance@nedspice.com and confirmed in writing to be agreed, before signing a business agreement.

Nedspice believes that corruption and bribery should be eliminated entirely from society. Therefore, we encourage our supplier to maintain appropriate policies and programs aimed at reducing and avoiding corruption⁸, to carefully select suppliers, consultants, agents and other intermediaries according to appropriate suitability criteria.

Confidentiality of information is paramount to have a strong relationship with each other. Our suppliers should keep all information shared to them by Nedspice confidential in case it cannot be assumed the information is publicly available.

In relation to the above, we expect our suppliers to:

- Apply ethical business rules to their marketing and sales activities, be transparent and compete fairly;
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives, for or in expectation of a favorable decision, information, opinion, recommendation, vote or any other form of favoritism;
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate.

Any observations should be reported immediately to Nedspice via the Grievance Portal.

Adherence and Confirmation

The requirements in this Supplier Code of Conduct apply to all our suppliers, as well as our supplier's suppliers, in relation to the business that is conducted with Nedspice Group companies. In your business activities with your suppliers, you are to ensure that their business practices are in line with this policy as well. Where you are aware of any areas where you do not currently comply, you should advise Nedspice accordingly.

To confirm compliance with this code of conduct, Nedspice has the right to verify compliance at the supplier by periodic visits, by requesting business reports, tax reports, and checks will be included in our regular audit schemes. When it becomes apparent that a supplier has structurally deviated from this code of conduct, Nedspice reserves the right to end its relationship with the supplier and, depending on the severity of the breach, it may result in actions being invoked against the supplier, in addition to any contractual or legal remedies.

Hereby we confirm that we understand and will implement the content of this document to the best of our ability.

Date:

Company name (/stamp):

Name and function of signee:

Signature:

⁸ Corruption is referred to as trying to obtain a personal benefit or business advantage through improper business ethics.