



Eden Valley Poultry Incorporated - Supplier Code of Conduct

Introduction

Eden Valley Poultry Incorporated is committed to conducting business in a responsible and ethical manner. We believe that our suppliers play a critical role in helping us achieve our sustainability and ethical sourcing goals. This Supplier Code of Conduct sets forth the principles and standards that our suppliers are expected to adhere to when conducting business with our company to ensure that our supply chain is safe, human rights of all workers are respected, operations are environmentally responsible and sensitive to surrounding communities and ecosystems, a high standard of animal welfare is upheld, and our business is conducted in accordance with all applicable laws and with integrity and honesty.

Eden Valley Poultry Incorporated expects all suppliers at minimum to adhere to this Code's principles and standards and to certify compliance, as outlined in this code.

Legal Compliance

Suppliers must comply with or exceed all applicable laws and regulations in the jurisdictions in which they operate. This includes, but is not limited to, laws relating to labour, health and safety, environmental protection, and animal welfare. If this Code sets more stringent standards than local laws, the Code should prevail. However, in no case can complying with the Code violate local laws. Should the Eden Valley Poultry Code contradict national laws or regulations, the law must always prevail.

Labour and Human Rights

Suppliers must uphold the fundamental human rights of their employees and treat them with dignity and respect. This includes, but is not limited to, the following:

- Prohibition of forced labor and child labor.
- Fair wages, benefits and working hours in compliance with applicable laws and industry standards.
- Safe and healthy working conditions including a workplace that is free of bullying, harassment, and violence.
- Non-discrimination in employment practices.
- Freedom of association and the right to collective bargaining.

Health and Safety

- Suppliers must provide a safe and healthy work environment for their employees, ensuring compliance with all relevant health and safety laws and regulations.
- Suppliers must identify and manage occupational health and safety risks associated with their operations and take proactive measures to prevent work-related injuries and illnesses.
- Suppliers must provide appropriate training and personal protective equipment to employees who are exposed to occupational health and safety hazards.
- Suppliers must implement a system that requires employees to promptly report and investigate any workplace accidents, incidents, or near misses, and take corrective actions to prevent recurrence.

Food Safety and Quality

We are committed to providing safe, healthy, nutritious, and delicious food that is ethically produced and marketed to a broad range of consumers. Suppliers must ensure that all food products supplied to Eden

Valley Poultry Incorporated meet our specified quality standards and are free from contamination, spoilage, and tampering throughout the production, storage, and transportation processes.

Environmental Responsibility

Suppliers are expected to conduct their operations in an environmentally responsible manner. This includes, but is not limited to, the following:

- Compliance with environmental laws and regulations.
- Responsible use of natural resources, including water and energy.
- Minimization of waste generation and responsible waste management.

Animal Welfare

Suppliers must adhere to all applicable laws, recognized animal welfare standards and best practices in the care and handling of poultry. This includes, but is not limited to, providing animals with access to food and water, appropriate living conditions, and humane treatment throughout their lives including during catching, transportation and processing.

Ethical Business Practices

Suppliers must conduct their business with integrity and honesty. This includes, but is not limited to, the following:

- Prohibition of bribery, corruption, and unethical business practices.
- Fair and transparent business dealings.
- Protection of intellectual property rights.
- Confidentiality and protection of sensitive information.

Compliance and Monitoring

- Suppliers must comply with all contractual agreements, including but not limited to product specifications, delivery schedules, and ethical business practices.
- Suppliers must allow Eden Valley Poultry Incorporated or its authorized representatives to conduct audits and inspections of their facilities, processes, and records to verify compliance with this code of conduct.
- Suppliers must promptly address any non-conformities identified during audits or inspections and take corrective actions to prevent recurrence.
- Suppliers must maintain open and transparent communication with Eden Valley Poultry Incorporated regarding any issues or changes that may impact the safety, quality, or integrity of the products or services provided.

Continuous Improvement

Suppliers are encouraged to continuously improve their social, environmental, and ethical performance. This includes, but is not limited to, the implementation of management systems, performance measurement, and stakeholder engagement to identify and address areas for improvement.

Conclusion

By adhering to this code of conduct, our suppliers demonstrate their commitment to upholding the highest standards of food safety and quality, as well as promoting the health and safety of their employees and the sustainability of their operations. We expect all of our suppliers to embrace these principles and work collaboratively with us to achieve our shared goals of delivering safe, high-quality products to our customers.

This Supplier Code of Conduct is an integral part of our supplier relationships, and we expect our suppliers to communicate these principles and standards to their employees, subcontractors, and business partners. Non-compliance with this Supplier Code of Conduct may result in corrective action, up to and including termination of the business relationship.