

# GREENFOOD SUPPLIER CODE OF CONDUCT



# INDEX

<b>1.0</b>	INTRODUCTION
<b>2.0</b>	ACTIVE APPROACH TO SUSTAINABILITY
<b>3.0</b>	LEGAL REQUIREMENTS
<b>4.0</b>	MANAGEMENT SYSTEM
<b>5.0</b>	WORKPLACE
<b>5.1</b>	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
<b>5.2</b>	NO DISCRIMINATION, VIOLENCE OR HARASSMENT
<b>5.3</b>	FAIR REMUNERATION
<b>5.4</b>	DECENT WORKING HOURS
<b>5.5</b>	OCCUPATIONAL HEALTH & SAFETY
<b>5.6</b>	CHILD LABOUR IS NOT ACCEPTED
<b>5.7</b>	PROTECTION FOR YOUNG EMPLOYEES
<b>5.8</b>	REGULAR EMPLOYMENT
<b>5.9</b>	NO BONDED, FORCED LABOUR OR HUMAN TRAFFICKING
<b>6.0</b>	ENVIRONMENT
<b>7.0</b>	LOCAL COMMUNITIES
<b>8.0</b>	SOURCING OF 3TG
<b>9.0</b>	ANIMAL WELFARE
<b>10.0</b>	CORRUPTION IS NOT ACCEPTED & ETHICAL BUSINESS BEHAVIOUR
<b>11.0</b>	ADHERENCE TO THIS CODE OF CONDUCT
<b>11.1</b>	MONITORING
<b>11.2</b>	NON-COMPLIANCE
<b>12.0</b>	AGREEMENT

# 1. INTRODUCTION

Greenfood Group is a leading European food distributor and supplier founded on the idea that everyone deserves access to fresh, healthy food. We believe in growing responsibly and sustainably. We know that our way of doing business will have a social and environmental impact, so it is essential that we contribute to a sustainable future for future generations.

Our business conduct is anchored in the United Nations' "Guiding Principles on Business and Human Rights". This means that Greenfood takes responsibility for respecting human rights by avoiding causing or contributing to adverse human rights impacts, seeking to prevent or mitigate such impacts directly linked to our operations or our business relationships, as well as having due diligence and remediation processes in place. So we are responsible for knowing the current risk of human rights abuses throughout our supply chains, and to prevent, mitigate and remediate these risks accordingly.

Greenfood Group is guided by the same principles regarding environmental responsibility in our own operations and in the supply chain. We have to be aware of our environmental risks, have due diligence processes in place, and minimize and address such risks accordingly.

Greenfood Group's requirements regarding animal welfare is based on "The Five Freedoms", a common internationally recognized standard.

In order to make Greenfood Group's position clear for all stakeholders, including our employees and suppliers, we have set up this Greenfood Supplier Code of Conduct. The Supplier Code of Conduct fully embraces all the values and principles of the amfori BSCI Code of Conduct v. 2021.

All suppliers of products or services to Greenfood Group, or any entity of Greenfood Group, shall comply with the requirements in this Supplier Code of Conduct and are also expected to prove that they have done everything in their power to fulfill them. Suppliers also ensure the requirements are cascaded to, and complied with by, its own operations as well as its suppliers, including intermediaries that are involved in the worker recruitment process.

## GREENFOOD GROUP CONSISTS OF THREE BUSINESS AREAS WITHIN THE COMPANIES:

### PICADELI:

Picadeli AB,  
Picadeli Denmark ApS, Picadeli  
Deutschland GmbH, Picadeli Finland Oy,  
Picadeli France SAS,  
Picadeli France Restaurant SAS,  
Picadeli US Inc.  
Picadeli Restaurants Sweden Hötorget AB

### FOOD SOLUTION:

Ahlströms Factory AB,  
Svenska Smörgåstårter kvalitét AB (SSK),  
Salico AB, Salico Oy, Mixum AB,  
PF Food

### FRESH PRODUCE:

Ewerman AB,  
SP Greenfood Sourcing AB,  
Satotukku Oy, Greenfood Iberica,  
GF Fresh Food AB, Greens & Friends  
AB, Trädgårdshallen Sverige AB,  
Lundgrens Primörer AB

## THE GREENFOOD SUPPLIER CODE OF CONDUCT IS HARMONIZED WITH THE AMFORI BSCI'S (BUSINESS SOCIAL COMPLIANCE INITIATIVE) CODE OF CONDUCT V.2021 WHICH IS BASED ON:

- United Nations (UN) Universal Declaration of Human Rights
- International Labour Organization (ILO) Conventions and Recommendations
- UN Guiding Principles on Business and Human Rights (UNGPR)
- OECD Guidelines for Multinational Enterprises
- UN Children's Rights and Business Principles
- Gender Dimensions of the UN Guiding Principles on Business and Human Rights

## 2. ACTIVE APPROACH TO SUSTAINABILITY

The concept of due diligence should be understood as an ongoing risk management process in order to identify, prevent and mitigate risks and account for how they are addressed in relation to human rights and environment. Greenfood Group is responsible for identifying and addressing risks within our own organization as well as in our supply chain and we expect our suppliers to commit to identifying and addressing risks in their own organization and supply chain.

Greenfood Group believes in continuous improvement and recognizes that implementing the requirements of this Supplier Code of Conduct is a dynamic rather than a static process. It is important to us that suppliers show dedication in embedding all our requirements within their operations and across their supply chains. This is even more important in regions where great poverty or other human rights and environmental challenges exist; suppliers here are expected to work for continuous improvement in collaboration with other stakeholders such as customers, NGOs or local authorities.

A key to improved working conditions is dialogue between employees and employers. Functioning collective bargaining and internal systems for maintaining good working conditions can never be replaced by controls in the form of social audits. The Greenfood Group will therefore, in line with amfori BSCI's requirements, work to encourage dialogue between employees and employers, and follow up with our suppliers on establishing and maintaining internal management systems for systematic improvement of the working environment, working conditions and environmental responsibility.

The Greenfood Supplier Code of Conduct requires an active approach to managing sustainability issues, including social and environmental ones. This means that suppliers are required to ensure the continuous improvement of social and environmental due diligence within their own organization and their supply chains. Suppliers commit to exercise reasonable endeavors in abiding by the values and principles of this Supplier Code of Conduct within their sphere of influence in their own supply chain.

Greenfood Group, or an entity of Greenfood Group, will monitor our suppliers' compliance to this Supplier Code of Conduct through in-house follow up processes or third party ones, e.g within the frame of amfori BSCI audit program.

### TERMS AND DEFINITIONS:

The term 'employee' refers hereinafter to everyone working for or on behalf of a supplier, including but not limited to full-and part time employees, temporary or seasonal workers, and consultants.

## 3. LEGAL REQUIREMENTS

Complying with national legislation is a fundamental obligation of business enterprises. In countries where the national legislation sets a different standard of protection than this Supplier Code of Conduct or amfori BSCI Code of Conduct and its references, the highest standard shall apply.

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## 4. MANAGEMENT SYSTEM

An adequate management system – with a clear strategy, risk-based due diligence process and sufficient resources in place – is key to securing continuous improvement and full implementation of the requirements of this Supplier Code of Conduct and the amfori BSCI Code of Conduct. The Supplier’s senior management is responsible for defining, implementing and periodically reviewing such a management system.

The Supplier commits to:

- Define and implement its own code of conduct and actively communicate it to all employees and relevant stakeholders; include within its own code of conduct social requirements such as no discrimination or harassment, no corruption, no child labor, no forced labor, plus appropriate grievance mechanisms, and meet or exceed the requirements of the Greenfood Supplier Code of Conduct, including all the requirements of amfori BSCI; have the entirety of its code approved by senior management.
- Build sufficient competence and awareness among managers, employees and employee representatives through training, and incentivize the integration of the principles of responsible and gender-responsive business and purchasing practices in the company culture; ensure continuous training as well.
- Investigate and address feedback and complaints from employees regarding compliance with this Supplier Code of Conduct; not permit any disciplinary measures for, or discrimination of, employees that provide such information; establish or participate in effective grievance mechanisms for individuals or communities who may be adversely impacted; provide a whistle-blowing channel where concerns about observed misconduct can be raised anonymously.
- Keep accurate information regarding their activities, structure, and performance, which should be disclosed in accordance with applicable regulations and industry benchmark practices.

## 5. WORKPLACE

Greenfood Group strongly believes that employees are a company’s most important resource and that respecting their rights forms the foundation of a sustainable business.

Our suppliers shall respect internationally recognized human rights and treat all people with dignity, with special attention and awareness for the rights of indigenous people, vulnerable groups including but not limited to temporary and migrant workers, children, young workers, new and expecting mothers, and disabled people, as well as local communities in connection with the Supplier’s activities.

Greenfood Group works with suppliers that commit to implementing a human rights due diligence process, which means having a process in place where risks are identified, prevented, accounted for and addressed within its own operations and supply chain.

### 5.1 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

This section refers to employees’ right to form or join trade unions, or refrain from doing so, as well as to bargain collectively. Employees also have a right to openly communicate ideas or concerns with management about working conditions without the fear of discrimination, intimidation, or retaliation.

The Supplier commits to:

- Respect the right of employees to form or join trade unions, or refrain from doing so, and bargain collectively, in a free and democratic way, without distinction whatsoever and irrespective of gender.
  - Ensure meaningful representation of all employees, without distinction whatsoever and irrespective of gender.
  - Not discriminate against employees on grounds of their trade union membership.
  - Not prevent employees’ representatives and recruiters from having access to employees in the workplace or from being able to carry out their representative functions in the workplace.
  - Facilitate and not hinder the development of parallel means for independent and free association and bargaining, where the right to freedom of association and collective bargaining is restricted under law.
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## 5.2 NO DISCRIMINATION, VIOLENCE OR HARASSMENT

Greenfood Group does not tolerate discrimination, violence or harassment. Employees' have the right to be treated with respect and dignity and to have equal opportunities, as well as not to be subject to any form of humiliating, physical or psychological abuse or threats thereof.

The Supplier commits to:

- Treat all employees with respect and dignity.
- Ensure that employees are not subject to any form of violence, harassment, or inhumane or degrading treatment in the workplace, or threats of violence and abuse, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion, or other forms of harassment or intimidation.
- Understand the possible grounds of discrimination in their specific context, and to not discriminate or exclude persons based on their sex, gender, age, religion, race, caste, birth, social background, disability, ethnic or national origin, nationality, membership of unions or any other legitimated organizations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, pregnancy, diseases, or any other condition that could give rise to discrimination.
- Establish disciplinary procedures in writing and explain them verbally to employees in terms and language which they understand. ensure that disciplinary measures are in line with national legislation.
- Provide gender-sensitive and equal opportunities and treatment throughout recruitment and employment.
- Verify that employees are not harassed, disciplined, or retaliated against for reporting issues on any of the grounds listed above.

## 5.3 FAIR REMUNERATION

Greenfood Group believes that people must be able to make a decent living based on their wage level for a standard working week. Wages are to be paid regularly, in legal tender and a stable manner with information for the specific pay period. Wage deductions may only take place in accordance with law or collective agreements. Equal wages for equal jobs and qualification.

The Supplier commits to:

- Give employees fair remuneration, with the level of wages and social benefits for a standard working week meeting, at a minimum, national legal standards or industry standards approved on the basis of collective bargaining, whichever is higher; always provide wages sufficient for a decent standard of living, with some discretionary income and legally granted social benefits.
- Pay wages in a regular, timely and stable manner, and fully in legal tender, and to inform employees about the details of their wages for the pay period. Partial payment in the form of allowance "in kind" is accepted in line with ILO specifications.
- Reflect the skills, responsibility, seniority, and education of employees in their level of wages.
- Where a pay rate for production, quota or piece work is established, to allow employees to earn at least a wage which respectively meets or exceeds applicable legal minimum wages, industry standards, or collective bargaining agreements (where applicable) within standard working hours.
- Ensure that all employees receive the same remuneration for equal jobs and qualifications, without any other distinction.
- Implement wage deductions only under the conditions and to the extent allowed by law or fixed by collective agreement.

## 5.4 DECENT WORKING HOURS

This section specifies what constitutes a standard working week, exceptions from a standard working week and the pay rate for overtime, as well as what rights employees have regarding rest breaks and days off.

The Supplier commits to:

- Interpret applicable national legislation, industry benchmark standards or collective agreements within the international framework set out by the ILO; promote a working hours practice that enables a healthy work-life balance for staff.
  - Ensure that employees are not required to work more than 48 standard hours per week, without prejudice to the specific expectations set out hereunder. (Exceptions specified by the ILO are recognized.)
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- Only exceed the limit of hours described above in line with exceptional cases defined by the ILO, in which case overtime is permitted.
- Use overtime as an exceptional and voluntary practice, paid at a premium rate of a minimum 125% of the standard rate; not permit any overtime that entails a significantly higher likelihood of occupational hazards, or that goes beyond the limits defined under national legislation under any circumstances.
- Grant their employees the right to rest breaks in every working day and the right to at least one day off in every seven days, unless exceptions defined by collective agreements apply.

## 5.5 OCCUPATIONAL HEALTH AND SAFETY

Greenfood Group strongly believes that working actively towards a safe and healthy working environment (including residential facilities if provided) can minimize work-related injuries and at the same time strengthen the delivery and quality of products and services. In addition, such work reduces employee turnover while increasing the company's appeal to potential new employees.

The Supplier commits to:

- Provide a safe, healthy and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards; give special protection to vulnerable persons, such as – but not limited to – young workers, new and expecting mothers and persons with disabilities.
  - Ensure systems are in place to assess, identify, prevent, and mitigate potential threats to the health and safety of employees; take effective measures to prevent employees from having accidents, injuries, or illnesses arising from, associated with, or occurring during work. These measures aim at minimizing, so far as reasonable, the causes of hazards inherent within the workplace.
  - Work with occupational health and safety issues in collaboration between its management and employees or employee representatives, such as the establishment of an Occupational Health & Safety Committee. Employee representatives or committees aim to reflect the diversity of the employees.
  - Maintain records of all health and safety accidents and injuries in the workplace and all other facilities that are provided or mandated; seek to improve employees' protection in case of accidents, including through compulsory insurance schemes; make employees aware of and respect their right and responsibility to exit the premises and/or stop working without seeking permission in dangerous situations and uncontrolled hazards.
  - Give all employees regular and recorded health and safety training, with repeated training sessions for new or reassigned employees. All employees shall be aware of the relevant safety arrangements on the work premises, including residential facilities if provided. Safety arrangements include, but are not limited to, emergency exits, fire extinguishers, first aid equipment and displayed evacuation plans, as well as regular testing of the fire alarms and evacuation drills.
  - Take all appropriate measures, and obtain all relevant licenses and documentation required by national legislation, to ensure the stability and safety of the equipment and buildings in use, as well as to protect against and prepare for any foreseeable emergency. This includes residential facilities for employees when these are provided or mandated by the employer or a recruitment partner.
  - Provide adequate occupational medical assistance and related facilities and provide equal access to all employees for these services. Health services (including insurance) should serve the distinctive concerns and needs of all genders and ages.
  - Provide access to safe and clean drinking water, eating and resting areas free of charge and, where applicable, provide cooking and food storage areas.
  - Provide an adequate number of safe, separate toilets with an adequate level of privacy for each gender, as well as paper towels and washbasins with hand soap in all work areas.
  - Provide effective and tailored Personal Protective Equipment (PPE) to all employees free of charge, taking the needs of different employee categories, such as pregnant and nursing women, into consideration.
  - Compensate damages incurred to employees if any historical or current failure of adherence to principles is identified.
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## 5.6 CHILD LABOUR IS NOT ACCEPTED

Greenfood Group does not tolerate child labor and suppliers shall prevent all forms of child labor. The minimum working age is 15 years. If a child needs to be removed, the Supplier is expected to enable the transition from work into education for the affected child as well as to facilitate decent work for an adult household member when appropriate.

The Supplier commits to:

- Not employ, directly or indirectly, children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognized by the ILO apply.
- Protect children from any form of exploitation.
- Establish robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the employee.
- On the occasion of dismissal and removal of children, ensure measures are taken that are in the best interests of the children. When appropriate, the Supplier will pursue the possibility of enabling the transition of the affected children from work into education and to provide decent work for adult household members of the affected children's family.

## 5.7 PROTECTION FOR YOUNG EMPLOYEES

Young employees aged 15-18 years old have the right to special protection. For example, this includes not working nights or doing hazardous work. The work allocated to young employees may not reduce their possibilities of education, and extra attention must be given to their rights to grievance mechanisms.

The Supplier commits to:

- Ensure that young persons do not work nights and that they are protected against work conditions which are harmful to their health, safety, morals or development, without prejudice to the specific expectations set out in this principle.
- Remove young employees from any hazardous work or source of hazard as soon as such cases are identified, and redefine their scope of work without any loss of income.
- Ensure that (a) the kind of work is not likely to be harmful to young employees' health or development; (b) their working hours do not harm their attendance at school or participation in vocational training approved by the competent authority, or their capacity to benefit from training or instruction programs.
- Set in place the necessary mechanisms to prevent, identify and mitigate harm to young employees, with special attention to the provision and access of young employees to effective operational grievance mechanisms and to Occupational Health and Safety training schemes and programs specific to the needs of young employees.

## 5.8 REGULAR EMPLOYMENT

This section sets out the requirements of regular employment where, for instance, sub-contracting, excessive use of fixed-term contracts or exploitation of apprenticeship schemes are not accepted. This section also includes ways of ensuring that work is performed on the basis of relevant national legislation and that employee relationships that do not cause employee insecurity. to provide employees with information regarding the work – such as working hours, wages, rights and responsibilities.

The Supplier commits to:

- Fulfill obligations to employees arising from a regular employment relationship in accordance with national legislation and regulations and/or international accepted standards. Obligations shall not be avoided by using labor-only contracting, sub-contracting, home-working arrangements, or excessive use of fixed-term contracts of employment or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment.
  - Ensure that their recruitment process and employment relationships do not cause insecurity and social or economic vulnerability for their employees.
  - Before entering employment, provide employees with information in a language they understand and ensure that they are aware of their rights, responsibilities and employment conditions, including working hours, remuneration and terms of payment.
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- Comply with the principle that all employees are entitled to their own copy of an employment contract, written in a language they understand.
- Aim to provide decent and, where relevant, flexible working conditions that also support employees, irrespective of gender, in their roles as parents or caregivers, including migrant and seasonal employees whose children may be left in their hometowns.

## 5.9 NO BONDED LABOUR, FORCED LABOUR OR HUMAN TRAFFICKING

Greenfood Group does not tolerate bonded or forced labor, human trafficking or any other forms of modern slavery. Modern slavery is the illegal exploitation of people for commercial gains, and covers any workers obliged to work under physical, mental or economical duress. Migrant workers and employees from recruitment agencies or middlemen face higher risks of becoming trapped in modern slavery. Therefore, these groups must be given extra attention. Companies can also be complicit in modern slavery if they profit through a business partner taking advantage of modern slavery.

The Supplier commits to:

- Not engage in, or through business partners, or be complicit in any form of servitude, including forced, bonded, indentured, trafficked or non-voluntary labor, including state-imposed forced labor.
- Adhere to the international principle of responsible recruitment, including the Employer Pays Principle (the cost of recruitment should be borne by the employer, not the employee), and require the same from their recruitment partners, when engaging and recruiting all employees, either directly or indirectly, especially members of vulnerable groups such as temporary and migrant employees. As a minimum this includes:
  - No recruitment fees or costs charged to workers
  - Clear and transparent employment contracts
  - Employees' freedom from deception and coercion
  - Freedom of movement and no retention of identity documents
  - Access to free, comprehensive and accurate information
  - Freedom to terminate contracts, change employer, and safely return
  - Access to free dispute resolution and effective remedies
- Progressively compensate the damages incurred to employees within a reasonable timeframe, and within the framework of the same international principles, if any historical or actual failure to adhere to these principles is identified.

## 6. ENVIRONMENT

Greenfood Group follows the same principle for environmental issues as human rights issues. We have to be aware of our environmental risks, have due diligence processes in place, and minimize and address such risks accordingly. We have the same requirements for our suppliers.

The Supplier commits to:

- Comply with national environmental legislation, or with international standards where national legislation is weak or poorly enforced.
  - Implement a process- and risk-based environmental due diligence management system in their business practices, adjusted to the business model of the company. It can also be integrated into the overall due diligence management system.
  - Identify the environmental impacts of their operations, and implement adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate change and the overall environment.
  - Monitor, track and document its consumption of natural resources (e.g water, raw materials, energy use and sources of energy), emissions from its facilities and transportations, composition of packaging material and waste generated by its operations. provide relevant information to any entity of the Greenfood Group upon request.
  - Not use any pesticides prohibited in the European Union in any production stage.
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## 7. LOCAL COMMUNITIES

Greenfood Group recognizes that our way of doing business affects people and the environment, both locally and globally. This means we must contribute to sustainable development, and we require the same from our suppliers.

The Supplier commits to:

- Identify potential significant adverse impacts (social & environmental) on local communities from business activities, and take actions to address them, including mitigation and remediation.
- Not engage in the destruction of the resource and income base for marginalized population groups, for example by laying claims to large land areas or other natural resources upon which such population groups depend.
- Ensure respect for individual and collective rights to land and other resources, through negotiations with local stakeholders, if cases of conflict with local communities arise.

## 8. SOURCING OF 3TG (tungsten, tantalum, tin & gold)

Suppliers that provide Greenfood Group with products containing 3TG (tungsten, tantalum, tin or gold) commit to exercise adequate due diligence with respect to sourcing, extraction and handling of 3TG, preferably according to the OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

## 9. ANIMAL WELFARE

The Supplier commits to:

- Treat animals in accordance with the five principles of freedom for animals, allowing for natural behavior and minimizing animal suffering:
  - Freedom from hunger or thirst – by ready access to fresh water and a diet to maintain full health
  - Freedom from discomfort – by providing an appropriate environment including shelter and a comfortable resting area
  - Freedom from pain, injury or disease – by prevention or rapid diagnosis and treatment
  - Freedom to express most normal behavior – by providing sufficient space, proper facilities and company of the animal's own kind
  - Freedom from fear and distress – by ensuring conditions and treatment which avoid mental suffering
- Use antibiotics wisely and in a restrictive manner when needed.

## 10. CORRUPTION IS NOT AN ACCEPTED OR ETHICAL BUSINESS BEHAVIOUR

For Greenfood Group it is essential to conduct business in a fair and honest way in compliance with applicable legal requirements. This means that corruption is not accepted, nor any business operation that goes against competition or anti-trust laws, and that the intellectual property of others is respected and information is shared transparently and honestly. Greenfood Group requires its suppliers to conduct their business in the same way.

The Supplier commits to:

- Not take part in any act of corruption, extortion or embezzlement, nor in any form of bribery – including but not limited to the promising, offering, giving or accepting of any improper monetary or other incentive.
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- Develop and adopt an anti-corruption policy that includes anti-bribery with adequate internal controls, programs or measures for preventing and detecting corruption, extortion, embezzlement, or any form of bribery, developed on the basis of a company-specific risk assessment.
- Make employees aware of relevant policies, controls and programs, take measures against unethical behavior, and promote compliance within the company through training and communication.
- Collect, use, and otherwise process personal information (including that of employees, business partners, customers and consumers in its sphere of influence) with reasonable care. comply with privacy and information security laws and regulatory requirements when collecting, using and otherwise processing personal information.
- Respect and comply with all applicable fair trade, competition and anti-trust laws and regulations and not to have any anti-competitive discussions or to enter into any anti-competitive agreements, including illegal price-fixing, market sharing, customer allocation or other illegal restrictive practices.
- Properly handle sensitive information and respect the intellectual property of any entity of the Greenfood Group; not use information for any other purpose than that for which it was provided.
- Not falsify or participate in falsifying any information or in any act of misrepresentation in the supply chain.

## 11. ADHERENCE TO THIS CODE OF CONDUCT

Greenfood Group expects all its suppliers and business partners to respect this Code of Conduct, and the requirements of amfori BSCI Code of Conduct v.2021, to do their utmost to adhere to its requirements, and to strive continuously to improve the social and environmental conditions in their own organizations and in the supply chain. This can only be achieved with a co-operative approach, including the sharing of information and collaboration to define and agree upon action plans for improvements. The Supplier is expected to continuously assess its operations, identify potential risks of non-adherence to this Code of Conduct, and take the actions needed to mitigate these risks.

### 11.1 MONITORING

- Greenfood Group (or an entity of Greenfood Group) will monitor the compliance of this Code of Conduct through its own inspections or through third party inspections such as through amfori BSCI monitoring activities.
- Greenfood Group works with social compliance audits and reserves the right to make announced or unannounced visits to all sites producing our goods, either ourselves or through appointed independent third parties, e.g. audit consultant firms, to follow up on compliance with this Code of Conduct. Full cooperation and transparency are expected from the Supplier.

### 11.2 NON-COMPLIANCE

- We believe in a co-operative approach, including the sharing of information and collaboration to define and agree upon action plans of arising challenges to achieve continuous improvements.
- Greenfood Group or any entity of Greenfood Group reserve the right to terminate the business relationship if the Supplier:
  - Presents false information
  - Offers or accepts bribes or in other way is guilty of corruption.
  - Fails to implement corrective measures on to comply within an agreed time frame without reasonable explanations
  - Otherwise demonstrates that they do not share our view of sustainable business, thereby disrespecting Greenfood's Code of Conduct and amfori BSCI's requirements.

In the case of severe or repeated violations we may immediately terminate co-operation and cancel existing orders.

- The Supplier is obligated to inform Greenfood Group, or the entity of Greenfood Group with which it has a business agreement with, when issues and incidents violating this Code of Conduct or its intentions are identified.
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## 12. AGREEMENT

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We hereby confirm that we understand and commit to adhere to the Greenfood Group Supplier Code of Conduct.

Consignee:

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Signature

.....  
Printed name and position

.....  
Company and date

