



Supplier Code of Conduct
1 July, 2023



1 Supplier Code of Conduct

When doing business, Meelunie is committed to generating a 'Positive Impact' wherever possible in our value chain. We care for the world, and for its people, animals and ecosystems. And we're confident our value chain partners do so, too. Together we can make a difference!

Positive Impact has been incorporated into our mission, vision, ambitions and strategy. In the years to come, it will be an integral part of our daily activities: Positive Impact will drive our performance and set the scope for our growth, financial returns and the evolution of our portfolio. In this, we will be aligning ourselves with the UN Sustainable Development Goals (SDGs), and we will seek out and work with partners who share our Positive Impact ambitions.

All our business is conducted with our vision, mission and purpose in mind:

VISION:

A balanced world where plant-based solutions drive positive impact

MISSION:

To continue our long-term tradition of doing business with head and heart

PURPOSE:

Plant Based Positive Impact

We've set down three domains in which we want to make a Positive Impact: Our Future Heritage, Green Products and Climate & Shipping.

Learn more about our sustainability journey in our ['Plant Based Positive Impact' Report](#).

1.1 Our Future Heritage

We will remain focused on operational excellence and making our business processes increasingly sustainable in our efforts to be a good company for future generations. We are committed to giving back to communities through various local, national and international initiatives. In isolation some of these actions may seem insignificant but we believe every effort, small or large, counts. It's about developing the right mindset to enable the transition. As the saying goes, 'Be the change you want to see'.

This domain contributes to SDG 3 (Good Health and Well-Being).

1.2 Green Products

Meelunie is a global supplier of plant-based ingredients. We offer an assortment of organically-certified, sustainably-produced products. Supporting regional cultivation and processing of plant-based proteins is part of our ambition for a greener value chain. These may include organically-certified protein, starches and dry milled products.

At Meelunie, we believe we need to benchmark our products against third-party certification or verification in order to assure stakeholders that an independent organisation has audited and checked that we are following set rules – whether that's around crop protection biodiversity or broad commitments on topics such as energy and emissions.

This domain contributes to SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production).

1.3 Climate & Shipping

We will step up our efforts even further regarding the reduction of our carbon footprint, in line with the Paris Agreement, the improvement of our energy efficiency and our increased use of biofuels.

This domain contributes to SDG 13 (Climate Action).

2 Guidelines

Our supplier code of conduct is based on the three above-mentioned domains and sets out criteria across six key pillars:

- Food & Feed Safety
- Labour standards
- Health & Safety
- Environment
- Community
- Business ethics

We expect our suppliers to be committed to the following guidelines:

2.1 Food & Feed Safety

Businesses involved with food must meet national safety and hygiene requirements in order to safeguard consumer health. They are also required by law to formulate a food safety plan in line with the Hazard Analysis Critical Control Point (HACCP) system. This describes any hazards that may occur in their operations and what the business can do to prevent problems. They must be recognised by the competent authority as a food or feed processor and/or handler.

Food manufacturers and handlers must be able to trace the origins of the ingredients they use and record the destination of their products. If necessary, they must be able to recall an unsafe product and destroy it.

The food and or feed material must comply with applicable laws and regulations in the country of destination, and also comply with current EC regulations, in so far as they have already been adopted, or (where available) the Codex Alimentarius, whichever is stricter and applies. If the purchaser has determined specific limits for its own needs, the strictest of the four (applicable national laws and regulations, EC regulations, Codex Alimentarius and the purchaser's limits) shall apply.

The locations(s) of the food manufacturers' and handlers' involved in the supply chain should preferably be certified under a GFSI-supported food safety programme.

The locations(s) of the feed manufacturers' and handlers' involved in the supply chain should preferably be certified under GMP+ or approved as in GMP+ TS 1.2 Purchase.

In addition, the food and feed manufacturers' and handlers' provider must have conducted a food/feed fraud and food/feed defence risk analysis, adopted a plan and taken appropriate measures to be able to implement that plan.

Food manufacturers must demonstrate a commitment by the company to delivering food packaging that is safe. Certificates of conformity, or other evidence, shall be available for primary packaging to confirm the packaging complies with applicable food safety legislation and is suitable for its intended use.

2.2 Labour standards

We expect the supplier to be a socially responsible partner, acting with integrity towards all their stakeholders and anyone else who may be affected by their activities. The supplier should also observe all applicable laws in the countries where it operates.

The supplier should under no circumstances make use of forced or bonded labour, and will not employ children in violation of the relevant conventions of the International Labour Organisation.

- [ILO Declaration on Fundamental Principles and Rights at Work](#)
- [Enacted Modern Slavery Act](#)

The supplier should offer their employees fair and just employment conditions in such areas as salaries, working hours, permits and leave, in accordance with applicable labour regulations and legislation. Working weeks should be reasonable, and all extra work on a voluntary basis and adequately compensated. The supplier should guarantee their employees the right of free association and collective bargaining without retribution, and act in a spirit of collaboration with labour and trade unions.

The supplier should treat their employees with dignity, respect and integrity. During the hiring process, the supplier should not use discriminatory practices or make decisions based on the grounds of race, religion, sex, age, disability, national origin, sexual orientation, political affiliation, trade-union membership, medical tests or civil status.

2.3 Health & Safety

The supplier should provide their employees with a healthy and safe working environment. As a minimum: drinkable water; adequate and appropriate ventilation, temperatures and lighting; and adequate protection measures and properly working equipment.

The supplier should commit to providing a workplace free of harassment and abuse. They should not subject, or threaten to subject, workers to harsh or inhumane actions. This includes, but is not limited to, verbal abuse, psychological or sexual harassment, and mental or physical coercion.

The supplier should support and demonstrate their commitment to integrating comprehensive health & safety management practices and job-specific safety training into their business. Employees should have the right to refuse and report unsafe or unhealthy working conditions.

2.4 Environment

We seek out suppliers committed to environmental responsibility. All required environmental permits, certifications and registrations are to be obtained, maintained and kept current.

The supplier should measure, and where appropriate seek to reduce, the environmental impact of their business activities. In addition to complying with local laws, steps should be taken to minimise the use of energy and natural resources, and reduce the generation of waste.

The supplier should commit to reducing their carbon emissions in areas within their control, and to embedding a preference for carbon-neutral and/or net-zero production and services.

The supplier should commit to sustainable use and management of water resources in all areas over which it has control; and where it can meaningfully do so, support and encourage others to do likewise.

The supplier should endeavour to secure their raw materials from fully-traceable sources and, where required, be a member of relevant multi-stakeholder initiatives or reporting platforms that support our responsible sourcing ambitions.

The supplier must have procedures in place for handling emergencies such as fire, spills and natural disasters.

2.5 Community

The supplier should show a responsible attitude towards the communities in which they operate, manage the community impact resulting from company operations and implement procedures for impact control (minimising impact). The supplier should be able to demonstrate how they provide local communities with access to grievance systems without fear of reprisals against those reporting a grievance.

Meelunie wishes to be aware of, and potentially learn from, any positive impact our suppliers are having on local communities. We encourage all suppliers and their employees to get involved in local social and environmental community charity efforts, by providing volunteer time and/or other types of support. We seek long-term partnerships with suppliers that share these philanthropic values.

2.6 Business ethics

The supplier shall not be involved in any form of bribery or facilitation payments.

The supplier shall operate in accordance with the principles of free enterprise and fair market competition. Meelunie itself operates according to its own Code of Conduct.

2.7 Audits

Upon request, the supplier will provide records to Meelunie's company auditors. Such records may include:

- Proof of age of every worker
- Each employee's payroll records and timesheets
- Written documentation of terms & conditions of employment
- Local Health & Safety evaluations or documentation of exemptions from law
- All required environmental certifications, permits and registrations that the supplier is required to obtain, maintain and keep current.

Meelunie welcomes an open and constructive dialogue with our suppliers about meeting the criteria of this Supplier Code of Conduct. In turn, we expect our suppliers to do their utmost to address areas where they don't currently meet the criteria.

We encourage our suppliers to reach out to us and let us know how we can help them improve working conditions, minimise environmental impact and/or increase the sourcing of sustainable plant-based ingredients.

3 Contact

For any questions, reactions, remarks or concerns, please contact: positiveimpact@meelunie.com