

Supplier Code of Conduct

November 1, 2020

Introduction

When doing business, Meelunie is committed to generating a positive impact wherever possible in our supply 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!

Our Mission

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

Our Vision

A balanced world where plant-based solutions drive positive impact.

Within Meelunie BV, we have identified three key domains where we believe we as a company can and should have a positive impact, and thus contribute to the UN Sustainable Development Goals (SDGs).

1. Green Products

Meelunie is a global supplier of plant-based ingredients. We offer a growing assortment of organically-certified, sustainably-produced products. These may include organically-certified protein, starches and dry milled products.

Meelunie believes we need to benchmark our products against third-party certification or verification in order to assure stakeholders that an independent organization has audited and checked that Meelunie is 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).

2. Climate and Shipping

We will further step up our efforts regarding the reduction of emissions in line with the Paris Agreement, our energy efficiency and our use of biofuels.

This domain contributes to SDG 13 (Climate Action).

3. Green from the inside

At the same time, we will remain focused on operational excellence and further 'greening' our business processes. At times these actions may seem insignificant, but we believe every 'drop' 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 13 (Climate Action).

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

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

Our suppliers are committed to the following guidelines:

Labour standards

The supplier should be a responsible partner in society, acting with integrity towards all their stakeholders and anyone else who may be affected by their activities. The supplier duly observes the applicable laws of the countries in which it operates.

The supplier will 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 Organization.

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

The supplier will 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 will be reasonable, and all extra work will be on a voluntary basis and adequately compensated. The supplier must guarantee their employees the right of free association and collective bargaining without retaliation, and will act in a spirit of collaboration with labour and trade unions.

The supplier must treat their employees with dignity, respect and integrity. During the hiring process, the supplier cannot 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.

Health & Safety

The supplier will 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 shall commit to a workplace free of harassment and abuse. They will not threaten workers with harsh or inhumane actions, including but not limited to verbal abuse, psychological or sexual harassment, and mental and physical coercion.

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

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 minimize the use of energy and natural resources, and reduce the generation of waste.

The supplier will commit to reducing their carbon emissions in areas within their control, and to imbedding a preference for carbon-neutral production and services.

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The supplier will 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 will 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.

Community

The supplier will 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 (minimizing impact). The supplier will show they provide local communities with access to grievance systems without fear of reprisals against those reporting a grievance.

Meelunie wishes to understand 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 volunteering time and/or providing other types of support. We seek long-term partnerships with suppliers that share these same philanthropic values.

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.

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, minimize environmental impact and/or increase the sourcing of sustainable plant-based ingredients.

Contact:

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

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