



Supplier Code of Conduct
1 August, 2026



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 we will make it an integral part of our daily activities, driving our performance and setting the scope for growth, financial returns and the evolution of our portfolio. In doing so, we will be aligning ourselves with B Corp and EcoVadis, and 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

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

2 Guidelines

We expect our suppliers to be committed to the following:

2.1 Quality Management

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 and feed 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 also be able to recall an unsafe product and destroy it.

Food and/or feed material must comply with the applicable laws and regulations in the country of destination, and 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 their own needs, the strictest of the four (applicable national laws and regulations, EC regulations, Codex Alimentarius and the purchaser's limits) shall apply.

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

The location(s) of the feed manufacturers' and handlers' involved in the supply chain should ideally 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 and feed manufacturers must demonstrate a commitment as a company to delivering food packaging that is safe. Certificates of conformity, or other appropriate evidence, must be available for primary packaging to confirm the packaging complies with applicable food safety legislation and is suitable for its intended use.

2.2 Human Rights

The supplier is expected to respect internationally-recognised human rights in line with:

- The UN Guiding Principles on Business and Human Rights;
- The International Bill of Human Rights, including the Universal Declaration of Human Rights;
- The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

The supplier is expected to conduct its activities responsibly and with integrity towards any stakeholders who may be affected by its operations.

The supplier is expected to identify and assess potential and actual adverse human rights impacts related to its activities, and to take appropriate measures to prevent, mitigate and address such impacts where identified.

Where the supplier has caused or contributed to adverse human rights impacts, it is expected to notify Meelunie and cooperate in their remediation.

2.3 Labour Standards

The supplier shall not, under any circumstances, use forced, bonded or involuntary labour, including practices associated with modern slavery.

The supplier shall not, under any circumstances, employ children in violation of the relevant conventions of the International Labour Organisation (ILO).

The supplier is expected to provide its employees with fair and just employment conditions, including with respect to wages, working hours, permits and leave, in accordance with applicable labour laws and regulations. Working hours should be reasonable and overtime should be voluntary.

The supplier must respect the rights of employees to freedom of association and collective bargaining, without fear of retaliation, and engage constructively with labour representatives and trade unions.

The supplier is expected to treat all employees with dignity, respect and integrity, and must not engage in discrimination in recruitment or employment based on race, religion, gender, age, disability, national origin, sexual orientation, political affiliation, trade union membership, medical status or marital status.

2.4 Health & Safety

The supplier is expected to provide its employees with a safe and healthy working environment, and to comply with all applicable health and safety laws and regulations.

The supplier is expected to ensure workplaces are free of harassment, abuse and inhumane treatment, including verbal abuse, psychological or sexual harassment, and any form of coercion.

The supplier is expected to implement appropriate health and safety management practices, including risk assessments, preventive measures and job-specific safety training.

Employees must have the right to report unsafe or unhealthy working conditions.

2.5 Community

The supplier is expected to respect the rights and well-being of the communities in which it operates.

The supplier is expected to identify, assess and manage the potential and actual impacts of its activities on communities, and implement appropriate measures to prevent and mitigate negative impacts.

The supplier is expected to provide access to grievance mechanisms for affected stakeholders and local communities, ensuring that concerns can be raised without fear of retaliation.

2.6 Environment

The supplier is expected to comply with all applicable environmental laws and regulations and to obtain, maintain and keep current all required environmental permits, certifications and registrations.

The supplier is expected to identify, assess and manage the environmental impacts of its activities, and to take appropriate measures to sustainably manage its use of energy and water, and to minimise waste generation.

Where feasible, the supplier is expected to measure and reduce its greenhouse gas emissions within its operations, in line with recognised standards such as the Greenhouse Gas (GHG) Protocol.

Where feasible, the supplier is expected to use relevant environmental data from its operations and upstream value chain to develop product-related assessments, such as life cycle assessments (LCA) and carbon footprints (CFP), where applicable to the products supplied to Meelunie. Where feasible, the supplier is also expected to share this information with Meelunie.

The supplier is expected to have procedures in place to respond to environmental emergencies, such as fire, spills and natural disasters.

2.7 Business Ethics

The supplier should comply with all applicable laws and regulations related to business ethics.

The supplier should not be involved in any form of bribery, corruption or facilitation payments.

The supplier should conduct its business with integrity, transparency and fairness, and in accordance with the principles of fair competition.

2.8 Audits

The supplier is expected to cooperate with Meelunie and independent third-party audits and assessments, including those related to quality management, and social and environmental performance.

Where applicable, the supplier is expected to participate in recognised assessment platforms, such as Sedex, and to provide relevant and up-to-date information, including audit reports and, where needed, corrective action plans.

The supplier is expected to be transparent and to maintain appropriate records to demonstrate compliance.

Meelunie supports an open and constructive dialogue with its suppliers and encourages continuous improvement. Where gaps are identified, the supplier is expected to take appropriate steps to address these within a reasonable timeframe.

3 Contact

For any questions, feedback or concerns regarding this Supplier Code of Conduct, please contact your Meelunie account manager or reach out to: positiveimpact@meelunie.com.