



Global Agri-Trade Supplier Partner Code of Conduct

Our company has evolved to become one of the leading suppliers of dietary fats to the North American dairy industry and the food manufacturing industry. We are driven by our desire to provide high quality products and our commitment to the health and well-being of our customers, communities, and the environment. We manage our business with strongly held values and maintain high quality and certification standards in all our operations.

We have established the Global Agri-Trade Supplier Partner Code of Conduct policy to govern all our Supplier Partners in the areas of corporate social responsibility and to set out our philosophy, guidelines and policies as they relate to:

1. Forced Labor, Prison Labor and Child Labor
2. Industry Standards, Wages and Working Hours
3. Non-discrimination
4. Respect and Dignity
5. Health & Safety
6. Protection of the Environment
7. Product Safety
8. Legal and Ethical Dealings

We require potential and current suppliers to acknowledge and support our Supplier Partner Code of Conduct and work to conform to its standards and provisions documented in detail below. Furthermore, we request that our suppliers apply similar principles in the selection of their sources of raw materials and services.



Supplier Partner Code of Conduct Principles

1. Forced Labor

Suppliers will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor). Suppliers will not use child labor. The term “child” refers to any person employed under the minimum age for employment in the country where work is performed. We support the use of legitimate workplace apprenticeship programs which comply with all applicable laws and regulations.

2. Industry standards, Wages and Working Hours

Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages; overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits. Workers should not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. Employees should be allowed at least one day off during a seven-day week.

3. Non-discrimination

Suppliers will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender or gender identity.

4. Respect and Dignity

Suppliers will treat all employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment. Supplier should have a policy that prohibits inappropriate conduct and a process for employees to report such conduct for Supplier’s investigation and resolution.

5. Health and Safety

Suppliers will provide their employees with a safe and healthy workplace in compliance with all applicable laws, regulations and sound industry practice. Consistent with these obligations, Suppliers must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, and other relevant protective elements.



6. Protection of the Environment

Suppliers will operate in a manner that is protective of the environment. At a minimum, suppliers must comply with all applicable environmental laws, regulations and sound industry practices, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.

7. Product Safety

Suppliers will provide products as defined by specifications and contracts and ensure that products are manufactured, stored and shipped in a manner that ensures their continued safety for their intended use and function.

8. Legal and Ethical Dealings

Suppliers will comply with all applicable laws and regulations in all locations where they conduct business, especially with respect to strict compliance with all laws and regulations on bribery, corruption and prohibited business practices. We expect suppliers to conduct their business in accordance with the highest ethical standards.

We at _____ (company name) agree to abide by these 8 principals in the above Code of Conduct as a minimum requirement for consideration as a supplier to Global Agri-Trade.

Signature

Date

Print Name

Print Title