

Supplier Code of Conduct



Prodalim strives to uphold the highest of standards of business conduct and management in accordance with its values and guiding principles.

We work with our suppliers to promote continuous improvement and mutual well-being based on strong and long-term business relationships.

We see our suppliers as key partners in our joint success and as such we expect them to recognize and apply values and principles of conduct similar to our own.

The Prodalim Code of Conduct presents these principles for the benefit of forging a strong and stable collaboration for us all.



Prodalim Values

- **Accountability, Reliability and Integrity**
We are committed to these values, which guarantee our success and our growth, and strengthen our business relationships.
We expect our suppliers to uphold the same values.
- **Quality**
Our responsibility is to supply our customers with safe and high-quality products. We implement and maintain Quality and Food safety certificates;
We are members in Global initiatives promoting food sustainability and quality;
We commit to high standards of professionalism within the company and across the supply chain.
Our suppliers are required to maintain too a high level of quality as full partners in our joint success.
- **High level Service**
We are committed to a high-level of professional and quality service with all of our stakeholders.
We consider our suppliers to be our partners and as such, they deserve the highest, most efficient, professional service with a personal-touch attitude.
We expect our suppliers to maintain the same principle of providing a high-level of service to their stakeholders.
- **Sustainability**
Sustainability is a crucial issue that impacts us all. We constantly promote the implementation and improvement of sustainability and social values in all our operations and along our supply chain, working with our suppliers to adopt standards which reflect these values.

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1. Purpose and scope.

The objective of this Code of Conduct is to establish the ethical principles, standards of conduct and protection of the environment that should govern the actions of our suppliers, in order to achieve sustainable mutual success.

Sharing these principles and standards will help us promote our firm commitment to minimize any negative environmental and social impacts associated with our products and services.

This code is intended for all Prodalim suppliers, raw materials, packaging and services, wishing to take part in these important principles of achieving a bettersocial, environmental, quality driven and sustainable supply chain.

2. Compliance.

Prodalim expects its suppliers to comply with all applicable laws and regulations, including those mentioned in this document, and to strive to achieve common objectives in terms of human rights, quality, environment and sustainability.

3. Prodalim Pillars

3.1. QUALITY

Prodalim suppliers must deliver to Prodalim products and services which comply with all applicable legislation and which guarantee a high level of quality and ensure consumer food safety.

Quality management

Prodalim suppliers must implement a Quality and Food Safety policy and maintain an effective quality management system to ensure the quality of products and services delivered.

Food safety and regulations

Prodalim suppliers must comply with all applicable regulations and amendments and respect all national and international legal requirements relating to products they manufacture. Suppliers shall perform food safety analysis based on the internationally-recognized Hazard Analysis and Critical Control Point (HACCP) principles.

Prodalim suppliers are encouraged to be GFSI-level certified.

Hygiene and Control

Prodalim suppliers must implement and maintain a high level of hygiene in their operations and follow Good Manufacturing Practices.

Traceability

Prodalim suppliers must be able to demonstrate, if and when required, that they have implemented and maintained a system for identifying and tracing all the ingredients and packaging used in their products and ensure traceability for all products manufactured and/or distributed to Prodalim.

Authenticity and contaminates

Prodalim suppliers must guarantee that all ingredients used are GMO-free and allergen free. All products should comply with the AIJN guidelines in regards to authenticity, and comply with pesticides and heavy metals regulatory limits.

3.2. LABOUR & HUMAN RIGHTS

Prodalim treats its employees with the highest level of respect and dignity; We expect our suppliers to demonstrate the same values, first by respecting International Labour requirements and encouraging fair treatment of employees.

Child labour

Prodalim does not tolerate any form of child labour in our supply chain. We expect our suppliers to prevent child labour in their operations and encourages our suppliers to participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain. No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Forced labour

Prodalim suppliers must avoid involuntary labour. Employees must be free to leave the company. Workers must work under contract according to local law.

Working hours

Working hours must comply with local legislation and cannot exceed 48 hours per week and must include a minimum of one day off per week. Over time shall be voluntary.

Labour practices

Wages must be in line with local legislation and Prodalim suppliers shall not pay less than the minimum requirement of the country of origin.

Non discrimination

Suppliers shall implement a policy that conforms to applicable legislation prohibiting discrimination in hiring and employment on the grounds of race, color, religion, sex, age, physical ability, national origin, or any other prohibited basis.

3.3. HEALTH & SAFETY

Prodalim will provide a healthy and safe workplace for all employees. Also, Prodalim expects its suppliers to strive to reduce possible risks and accidents in its facilities and to obtain a health and safety policy that complies with local legislation.

Health and Safety communication

Prodalim suppliers must identify risks sufficiently to provide safe working conditions for employees. Where necessary, risks shall be mitigated by having adequate training for employees, policies and procedures in place. Health & Safety Policy must be written clearly and be communicated and accessible to all workers.

Emergency procedures

Prodalim suppliers shall have warning systems in place to identify high risk situations and have an emergency action plan to enable safe evacuation of their premises.

3.4. ENVIRONMENT

Prodalim works to promote sustainability, which can deliver economic prosperity, environmental benefits and social values. The company also strives that its suppliers share the same commitment and respect for the environment, reducing the adverse impacts that their activities may have on areas where they operate. For that reason, Prodalim encourages its suppliers to implement EHS management tools and promote initiatives to reduce their environmental impact.

Compliance with legislation

Prodalim suppliers must comply with local legislation relating to the environment.

GHG emissions

Prodalim is committed to reduce the carbon footprint of its own operations and throughout its supply chain. Prodalim reports annually to the CDP in regards to GHG - greenhouse gas emissions. We expect our suppliers to collect, calculate and report on their GHG, so that we can all identify opportunities for improvement and implement initiatives that will reduce our environmental impact.

Waste Management

Prodalim suppliers shall implement plans to reduce the quantity of waste generated by their business. Procedures shall be in place to manage waste effectively.

Use of energy

Prodalim promotes the use of renewable energy by its suppliers and encourages the development of long-term energy reduction plans.

Packaging material

Prodalim encourages its suppliers to implement ways to reduce package waste, to practice selective collection of waste for recycling purposes and to increase the usage of recycled material.

Gifts and hospitality

Suppliers must not take or offer bribes, or payments of money or anything of value to Prodalim for the purpose of obtaining or retaining business relating in any way to Prodalim.

3.5. SUSTAINABLE SUPPLY CHAIN

Prodalim recognizes its responsibility to carry out its procurement activities in a sustainable and socially responsible manner. We expect our suppliers to ensure that their practices are supportive of our approach which includes farming and processing according to recognized sustainable platforms.

Conflict of interest

Business relationships must be based on arm's length commercial considerations and conflicts of interest, real or apparent, must be avoided.

Social and environmental practices

Prodalim gives preference to products and services that can be manufactured, used, and disposed of in an environmentally and socially responsible way. We promote innovative solutions that minimize environmental impact of operations and throughout the supply chain.

Prodalim encourages its supplier to fulfil social and environmental certificates and recognized platforms.

Confidentiality / Intellectual property

Data shared on development and formulas are confidential and cannot be disclosed to third parties. Suppliers will take the necessary measures to safeguard and maintain confidential information.

Training

Prodalim seeks to improve employee awareness of the relevant environmental and social effects of our operations through appropriate training exercises. We also urge our suppliers to promote such trainings for their employees.

3.6. ETHICAL STANDARDS

The relationship between suppliers and Prodalim must be professional, ethical, transparent and duly incurred in the ordinary course of business without any actual or apparent conflict of interest.

4. Declaration

I hereby declare, on behalf of the organization named below, that I have read Prodalim's **Supplier Code of Conduct** and I confirm that our organization follows the terms set forth in this code.

Company name
Name
Title
Date
Signature
Company Stamp