



# Supplier Code of Conduct

The Foyle Food Group aspires to protect the brand and aim to live by our values of continuous improvement to ensure fair and ethical workplace standards in every corner of our business. We care as much about the people who make and produce our products as we do about the customers. This enhanced Supplier Code of Conduct is a result of listening and learning, including benchmarking ourselves against similar companies, associations and engaging with suppliers and stakeholders.

At the Foyle Food Group, our core values are the basis for how we do business, and they are what sets us apart from the competition. We believe that creating an atmosphere where workers and suppliers understand and embrace our values is essential to our continued success.

We have three core values:

- Integrity
- Trust
- Commitment

And these values form the bedrock of our aim to:

- Lead by Example
- Work as a team
- Be professional in everything we do



## The Foyle Food Group's Supplier Code of Conduct

We seek to develop and strengthen partnerships based on transparency, collaborations and mutual respect. We recognise that our suppliers are independent businesses and the exclusive employers of their employees. However, the actions of our business partners can be attributed to The Foyle Food Group, affecting our reputation and the level of trust we have earned from customers and others.

The provisions of this code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a supplier and The Foyle Food Group or any of its affiliates. At a minimum we expect suppliers and their facilities and also their supply chain, including subcontractors and third party labour agencies, to adhere the same standards contained in this code.

This code does not create any third-party beneficiary rights or benefits for suppliers, subcontractors, their respective employees or any other party.

**UN Declaration of Human Rights:** We expect our suppliers to conduct their activities in a manner that respects human rights as set out in The United Nations Universal Declaration of Human Rights. In addition, suppliers shall uphold the following labor practices:

**Anti-Discrimination and fair treatment:** Suppliers shall promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity and respect. Any form of physical, sexual, psychological or verbal harassment or abuse shall not be tolerated.

**Working Hours and rest days:** Employees shall be allowed at least one day off every seven days, and any overtime worked shall be voluntary. If local laws allow, employees may voluntarily work overtime on rest days, provided that they are allowed at least one day off within the next seven days. Continuous working days are never to exceed 21 days without a rest day.

**Employment Practices:** Suppliers shall not traffic persons or use any form of slave, forced, bonded, indentured or prison labour.

**Grievance Mechanism:** Supplier shall create internal programs for handling reports of workplace grievances, including anonymous reports.

**Freedom of Association:** Suppliers shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable laws and regulations.

**Underage labour:** Suppliers shall ensure that no underage labour has been used in the production or distribution of their goods or services. A child is any person under the minimum employment age according to the laws of the facility's country, or, in the absence of law, under the minimum age for completing required education. Suppliers shall not employ anyone younger than 14 years of age, regardless of the country's minimum working age.

**Environmental Management:** Suppliers are responsible for managing, measuring and minimizing the environmental impact of their facilities. Specific focus areas include air emissions, waste reduction, recovery and management, water use and disposal, and greenhouse gas emissions.

**Compliance with Law:** Suppliers' business activities shall comply with applicable laws and regulations in the countries jurisdictions in which they operate. This code applies to activities in the locations where suppliers' goods are produced, where any related services are preformed, and where the goods enter the supply chain

**Anti-Bribery:** Suppliers shall not engage in any form of bribery, kickbacks, corruption, extortion or embezzlement. Suppliers shall not take any action that would violate, or cause The Foyle Food Group to violate, any applicable anti-bribery law or regulation.

**Audits and Assessments:** The Foyle Food Group reserve the right to audit compliance with this code. Audits are facility inspections that include employee interviews and a review of supplier records and business practices, such audits are conducted by The Foyle Food Group or it's approved monitoring firm. If an audit identifies a violation of this code, suppliers shall act promptly to correct the situation to The Foyle Food Group's satisfaction.

CEO Terry Acheson: 

**Employment Status:** Suppliers shall employ workers who are legally authorised to work in their location and facility and are responsible for validating employees' eligibility to work status through appropriate documentation.

**Wages and Benefits:** Suppliers shall ensure that their workers are paid lawful wages, including overtime, premium pay, and equal pay for equal work without discrimination. There shall be no disciplinary deduction from pay.

**Workplace Environment:** Suppliers shall ensure that all workers receive communication and training on emergency planning and safe work practices. In addition, suppliers shall have systems to prevent, detect and respond to potential risks to the safety, health and security of all employees.

**Confidentiality:** Suppliers shall safeguard The Foyle Food Group's information by keeping it secure, limiting access, and avoiding discussing or revealing such information in public places. These requirements extend even after the conclusion of a supplier's business with the Foyle Food Group.

**Whistleblower Protection:** Suppliers are responsible for prompt reporting of actual or suspected violations of law, this code, the Standards of Business Conduct for the Foyle Food Group's employees, or the Foyle Food Group's Supplier Guidance Document. This includes violations by any employee or agent acting on behalf of either the supplier or the Foyle Food Group. Such programs shall protect worker whistleblowers confidentiality and prohibit retaliation.

**Additional Standards:** In addition to complying with this code, suppliers are responsible for complying with the Foyle Food Group's Supplier Guidance Document, and being aware of and supporting the standards of business Conduct for the Foyle Food Group's employees.

**Books and Records:** Suppliers shall maintain accurate and transparent books, record and accounts to demonstrate compliance with applicable laws and regulations and this code.

Respect for Human Rights	Responsible purchasing	Reduced environmental impact	Social commitment
Good working conditions	Product liability	Good business ethics	Transparency



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