

Faribault Foods Supplier Code Of Conduct

The Supplier Code of Conduct applies to all Suppliers that do business with Faribault Foods. All Suppliers will comply with this code in all aspects of their operations that relate to their business with Faribault Foods. Additionally, Suppliers will ensure that their employees comply with this Code in all of their activities related to Supplier's business with FFI.

This Code cannot address every potential situation that relates to our standards of conduct. Employees encountering ambiguous situations which are not addressed specifically by the Supplier Code of Conduct should exercise sound judgment, seek advice when appropriate, and adhere to the highest ethical standards.

2.1 LABOR AND HUMAN RIGHTS

Suppliers must uphold the human rights of workers, and treat them with dignity and respect as understood by the international community.

2.1.1 Fair Treatment

Suppliers must be committed to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse or unreasonable restrictions on entering or exiting company provided facilities.

2.1.2 Prevention of Involuntary Labor

Suppliers shall not use any form of forced, bonded, indentured, or prison labor. All work must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice.

2.1.3 Prevention of Under Age Labor

Child labor is strictly prohibited. Suppliers shall not employ children. The minimum age for employment or work shall be 15 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher.

2.1.4 Wages and Benefits

Suppliers must pay all workers at least the minimum wage required by applicable laws and regulations and provide all legally mandated benefits. In addition to compensation for regular hours of work, workers must be compensated for overtime hours at the premium rate required by applicable laws and regulations.

2.1.5 Freedom of Association

Suppliers must respect the right of workers to associate freely, form and join workers organizations of their own choosing, seek representation, and bargain collectively, as permitted by and in accordance with applicable laws and regulations.

2.2 ANIMAL WELFARE

For Suppliers whose business is related to the processing of animal products, those Suppliers are expected to maintain an unyielding commitment to the humane treatment of animals.

Faribault Foods requires its Suppliers to implement humane procedures to prevent the mistreatment of animals at all times, including when they are raised, cared for, transported, and processed. Faribault Foods requires that Suppliers provide an environment that is free from stress, cruelty, abuse, and neglect throughout the life of the animal.

2.3 HEALTH AND SAFETY

Suppliers to Faribault Foods must be committed to creating safe working conditions and a healthy work environment for all of their workers.

2.3.1 Occupational Injury Prevention

Suppliers must eliminate physical hazards where possible. Suppliers must also provide workers appropriate personal protective equipment. Workers must have the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

2.3.2 Prevention of Chemical Exposure

Suppliers must identify, evaluate, and control worker exposure to hazardous chemical, biological, and physical agents. Suppliers must eliminate chemical hazards where possible.

2.3.3 Emergency Prevention, Preparedness, and Response

Suppliers must anticipate, identify, and assess emergency situations and events and minimize their impact by implementing emergency plans and response procedures.

2.3.4 Occupational Safety Procedures and Systems

Suppliers must establish procedures and systems to manage, track and report occupational injury and illness. Such procedures and systems should encourage worker reporting, classify and record injury and illness cases, investigate cases and implement corrective actions to eliminate their causes, provide necessary medical treatment, and facilitate the workers' return to work.

2.3.5 Communication

Suppliers shall ensure that workers receive appropriate workplace health and safety information and training, including written health and safety information and warnings in the primary language of its workers. Suppliers must post Material Safety Data Sheets in the primary language of its workers for any hazardous or toxic substances used in the workplace and properly train workers who will come into contact with such substances in the workplace.

2.4 ENVIRONMENT

Faribault Foods has a commitment to the communities in which it operates and a responsibility for the environments we impact. Faribault Foods seeks to work with Suppliers that share in this commitment.

2.4.1 Product Content Restrictions

Suppliers are to adhere to applicable laws and regulations regarding prohibition or restriction of specific substances including labeling laws and regulations for recycling and disposal.

2.4.2 Chemical and Hazardous Materials

Suppliers are to identify chemicals and other materials posing a hazard if released to the environment, and further, to manage these materials to ensure their safe handling, movement, storage, recycling or reuse and disposal.

2.4.3 Wastewater and Solid Waste

Wastewater and solid waste generated from a Supplier's operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required prior to discharge or disposal.

2.4.4 Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge.

2.4.5 Environmental Permits and Reporting

All required environmental permits and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

2.4.6 Pollution Prevention and Resource Reduction

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

2.5 ETHICS

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

2.5.1 Corruption, Extortion, or Embezzlement

Suppliers shall not engage in corruption, extortion, or embezzlement in any form and violations of this prohibition may result in immediate termination as a Supplier to Faribault Foods.

2.5.2 Disclosure of Information

Suppliers must disclose information regarding its business activities, structure, financial situation, and performance in accordance with applicable laws and regulations and prevailing industry practices.

2.5.3 No Improper Advantage

Suppliers shall not offer or accept bribes or other means of obtaining undue or improper advantage. As a matter of sound procurement practice and basic business integrity, members of the Faribault Foods Sourcing team avoid any activities which may suggest that our procurement decisions are influenced by any irrelevant or improper consideration whether illegal, such as a kickback or bribe, or technically legal, such as personal friendship, favors, gifts or free entertainment. The giving and/or receipt of gifts (including the use of property) may raise questions of propriety concerning the relationship between the giver and receiver of the gift. Accordingly, employees of Faribault Foods may only accept non-cash gifts of insignificant value (under \$25.00 USD). Furthermore, FFI employees should in no way benefit financially due to transactions between Faribault Foods and any third party. Entertainment provided or funded by Faribault Foods

Suppliers must be reasonably related to the business at hand at must not give rise to the impression that special influence is being sought.

2.5.4 Confidentiality

Suppliers shall keep all supply agreements and customer information confidential, including pricing and all Faribault Foods specifications. Such information shall not be released to third parties without the prior written consent of Faribault Foods, unless compelled by a court of competent jurisdiction. This restriction will not apply to information known to a supplier which now or subsequently becomes known to the public through no fault of the Supplier.

2.5.5 Intellectual Property

Suppliers must respect intellectual property rights; safeguard customer information; and transfer of technology and know-how must be done in a manner that protects intellectual property rights.

