

Code of Conduct for Suppliers

Introduction

This Supplier Code of Conduct ("Code") sets forth the principles and standards of conduct that suppliers, contractors, and other business partners (collectively, "Suppliers") must adhere to when conducting business with Richelieu Foods, Inc. Compliance with this Code is mandatory for all Suppliers, and adherence is a condition of continued business relations.

Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to food safety, labor practices, environmental protection, and ethical business conduct.

Food Safety and Quality

- Suppliers must adhere to all applicable food safety laws and standards (e.g., HACCP, ISO 22000).
- All products must be safe for consumption, properly labeled, and free from contamination.
- Suppliers must implement robust quality control processes and ensure traceability of raw materials.

Labor and Human Rights

- Suppliers must ensure fair wages, reasonable working hours, and a safe working environment for all employees.
- Forced labor, child labor, and any form of discrimination are strictly prohibited.

Environmental Responsibility

- Suppliers must minimize environmental impact, including waste, emissions, and resource consumption.
- Suppliers should adopt sustainable practices, including energy efficiency and waste management.

Ethical Business Practices

- Suppliers must operate with integrity, avoiding corruption, bribery, and fraud.
- Suppliers must not offer, give, solicit, or accept any form of bribery or unethical incentives to influence business decisions.
- Confidentiality of proprietary information must be maintained.

Transparency and Documentation

- Suppliers must maintain accurate records of all transactions and provide necessary documentation to ensure compliance with this Code.
- Any violations of this Code must be promptly reported to the Director of Procurement at Richelieu Foods, Inc., 120 W. Palatine Road, Wheeling, IL 60090.

Audits and Assessments

- Richelieu Foods, Inc. reserves the right to conduct audits of Suppliers to ensure compliance with this Code.
- Suppliers must provide reasonable access to facilities, records, and staff for such audits.

Corrective Actions

If a Supplier is found to be in violation of this Code, Richelieu Foods, Inc. may require corrective actions, up to and including termination of the business relationship.

Südzucker Supplier Requirements

Richelieu Foods, Inc. as a member of the Südzucker Group requires all suppliers to be compliant with the Südzucker Supplier Code of Conduct. The Südzucker Supplier Code of Conduct includes 6 primary principles:

1. Respect and fairness towards employees
2. Responsible environmental management and sustainability
3. Maintaining integrity in business transactions
4. Product quality and product safety
5. Protection of information
6. Transparent and accurate communication

Refer to the full text of the Südzucker Supplier Code of Conduct here:

[Südzucker Supplier Code of Conduct](#)

Acknowledgment and Acceptance

By engaging in business with Richelieu Foods, Inc., the Supplier acknowledges and agrees to comply with this Supplier Code of Conduct.

Authorized Signature

Date

Printed Name