

CODE OF CONDUCT FOR SUPPLIERS OF MOURIK FOODSERVICE 2020

Mourik Foodservice recognises the importance of Corporate Social Responsibility (CSR). For Mourik Foodservice, CSR means constantly taking account of the effects of our activities on the immediate surroundings and the environment. In addition, we are aware of our social responsibility and we have an eye for our influence on human aspects within and outside our business operations. Specifically, this means that we minimise the impact of our business activities on the environment and make the biggest possible contribution in the societal and social area.

Cooperation at this level leads to a quicker and more sustainable result. Mourik Foodservice has drafted this Code of Conduct for Suppliers as part of its CSR policy. It describes how we deal with our employees, how we improve the living environment and outlines the frameworks of doing business in an ethical and fair manner. The guidelines set out in this Code of Conduct form the basis on which Mourik Foodservice aims to collaborate with its suppliers.

Human rights

- **Anti-discrimination**
Our suppliers comply with the anti-discrimination provisions as laid down in laws and regulations, and do not discriminate in any way, shape or form on the basis of age, nationality, race, sexuality, gender, religion or physical disability.
- **Freedom of association**
Our suppliers give employees the freedom to organise for the purpose of representing their interests. They have the right to participate in trade unions and other associations and collective negotiations aimed at maintaining and improving terms and conditions of employment.
- **Prevention of Child Labour**
Our suppliers comply with all national and supranational laws and regulations that are applicable to child labour. This means inter alia that children of school age do not belong among the working population and that children under the age of 18 are not employed for dangerous work.
- **Voluntary work**
All work must be performed on a voluntary basis. No pressure is exerted on people to perform work, as provided in the international human rights conventions.

Working conditions

- **Remuneration**
Our suppliers do not pay their employees less than the minimum wage. Besides this, remuneration for work must meet the industry criteria and comply with the ILO conventions in relation to the amount of the remuneration.
- **Safe & healthy workplace**
Our suppliers comply with all national and supranational laws and regulations relating to work and working conditions, as laid down in the ILO convention. In addition, they comply with the applicable collective agreements. Our suppliers provide for the safety and health of customers, employees and persons living in the direct vicinity by using safe tools, facilities, technologies and working methods, and by being prepared for

emergencies.

In addition, adequate precautionary measures are taken to prevent accidents and harm to health.

Finally, they see to it that their employees comply with the applicable instructions regarding health and safety at the workplace without any exception when they work at our locations.

- **Working hours**

Our suppliers adhere to proper working hours in accordance with the standards in the industry and national and supranational legislation.

Ethical actions

- **Laws and regulations**
Our suppliers comply with all national and supranational laws and regulations. If stricter standards apply in the industry, these are maintained.
- **Transparency**
Our suppliers strive for as much transparency as possible in relation to processes and achievements in their business operations.
- **Fair competition**
Our suppliers comply with all laws and regulations pertaining to fair competition and act in an honest way pursuant to the Competitive Trading Act (*Mw*).
- **Integrity**
Our suppliers do business in a fair manner and take honest decisions whereby they avoid corruption, abuse of power and conflicts of interest.

Environment

- **Waste and recycling**
Our suppliers comply with the environmental laws and, in addition, set the goal that waste must be avoided and otherwise recycled where possible. Our suppliers organise their processes in such a way that waste materials are transported, stored, treated and disposed of in an environmentally friendly and safe manner.

- **Emissions and pollution**
Our suppliers keep emissions to a minimum by using the most recent technologies.
In addition, they control the quantity of harmful emissions and treat them prior to release.
information on their environmental targets, efforts and results.
- **Provision of information**
When asked, our suppliers provide us with appropriate

We only work together with suppliers who sign our Code of Conduct for Suppliers. By signing, you agree to the contents of this Code of Conduct and undertake to comply with it.

Mourik Foodservice also reserves the right to monitor compliance with the Code of Conduct and is entitled to audit the supplier. Should a supplier prove not to comply permanently with this Code of Conduct, this may have consequences for continuation of the relationship between the supplier and Mourik Foodservice.

Signature

Supplier:

City/town:

Date:

Signature:

Name:

Position: