

## Introduction

Suppliers will be expected to sign and abide by the NNZ Suppliers Code of Conduct ('Supplier Code of Conduct'), and to ensure that its provisions are respected by their own critical suppliers.

## NNZ Suppliers Code of Conduct

NNZ and its associated and affiliated companies is dedicated to carrying out business in accordance with its Employee Code of Conduct, which embodies our commitment to ensure consumer safety, to support human rights, and to contribute to sustainable development and a clean environment. Because we believe that supply chain management is a key contributor in the development and implementation of our Code of Conduct, we have developed a Suppliers Code of Conduct. We assume that sustainable practices in our supply chain will contribute to improvement of our products and to longterm, mutually beneficial relationships with our suppliers. We therefore encourage our suppliers and contractors to adopt sustainability standards and practices consistent with our own. The Suppliers Code of Conduct forms part of our corporate sustainability policy and has the objective of minimizing any adverse environmental and social impact directly associated with goods and services which we purchase. We require our suppliers to explicitly acknowledge and adhere to the principles embodied in the Suppliers Code of Conduct and to ensure that their own suppliers will also comply with these principles. The Suppliers Code of Conduct forms part of the contractual obligations between the supplier and NNZ and is subject to periodic verification. NNZ will assist suppliers to comply with the principles embodied in the Suppliers Code of Conduct where possible, but will take appropriate measures against suppliers who refuse to adhere to these principles.

## Transparency

Suppliers should be transparent in their business operations and provide us with accurate and complete information on their business policies, activities and products, if relevant to our sustainability performance.

## Compliance with legislation

Suppliers must comply with all applicable national laws and regulations of the countries in which they operate.

## Food safety and consumer interests

Suppliers must ensure the fitness and safety of their products for human consumption. They must fulfill our quality and food safety criteria for raw materials and other ingredients, research, and manufacturing and packaging processes. Suppliers must be able to guarantee whether or not products delivered to NNZ contain genetically modified ingredients. Suppliers should furthermore comply with marketing and labeling requirements as defined by law and as required by NNZ.

## Environmental protection

Suppliers must strive to continuously reduce the environmental impact of their operations. If compatible with food safety requirements and consumer interests, suppliers should work at a minimum to:

- reduce the use of energy, water and raw materials;
- reduce waste and emissions to air, soil and water;
- reduce the use of chemicals and fertilisers and exclude the use of chemicals and fertilisers which are hazardous to the health of consumers (as stated in our food safety requirements);
- contribute to recycling and reuse of materials and products;
- use environmentally friendly technologies;
- incorporate environmental impact into product development and packaging design.

Suppliers who provide either milk or meat to NNZ must incorporate measures to protect the welfare of their livestock. Animal testing should not be performed if another scientifically satisfactory method of obtaining the result sought, not entailing the use of an animal, is reasonably and practically available.

## Employment

Suppliers must in their treatment of employees adhere to the International Labour Organisation ('ILO') standards and other applicable laws and regulations in the field of health and safety, minimum living wages, maximum working hours and acceptable living conditions and refrain from all discriminatory recruitment practices and corporate punishment/disciplinary practices.

## Human rights

Suppliers must respect the fundamental human rights of their employees, adhering to ILO standards in the field of nondiscrimination, child labour, forced labour, collective bargaining and freedom of association. Suppliers should also respect the human rights of the local communities in the countries in which they operate.

## Ethical conduct

The highest standards of ethical, moral and lawful conduct are expected of our suppliers. We expect suppliers, and their agents and contractors, to be familiar with and observe all laws and contractual obligations relating to their business activities, and we will not condone conduct that is unlawful or that violates such obligations. We further prohibit the offer or receipt of gifts, hospitality or expenses whenever such arrangements could affect the outcome of business transactions and are not reasonable and bona fide expenditures.

## Implementation

Suppliers shall effectively communicate the principles of this Suppliers Code of Conduct to their management and employees and ensure that all measures required are implemented accordingly, monitored and evaluated at regular basis. Suppliers shall furthermore communicate the principles of this Supplier Code of Conduct to their own critical suppliers within 6 (six) months after signing this Suppliers Code of Conduct. NNZ reserves the right to hold suppliers responsible should practices occur in their supply chains which are not in line with the principles as embodied in this Suppliers Code of Conduct.

## Verification and enforcement

NNZ expects all its suppliers to respect the sustainability and social responsibility principles incorporated in this Suppliers Code of Conduct and confirm to NNZ their continued compliance with the Code of Conduct. NNZ reserves the right to verify the suppliers' performance in this respect. We believe in cooperation with our suppliers and we value longterm relationships. We are willing to work with our suppliers to achieve workable and satisfying solutions in each individual case.

Suppliers shall keep NNZ informed about where each order is being produced. We reserve the right to have third party auditors make unannounced visits to all factories producing our goods, at any time, and suppliers shall allow third party auditors access to such factories in order to ensure compliance with the Supplier Code of Conduct. In addition for this purpose, representatives from NNZ may make announced auditing visits to all factories producing our goods, and suppliers shall allow these representatives access to the factories. NNZ or the third party auditor representing NNZ shall comply to the extent reasonably possible with the Supplier's disclosed plant rules and regulations regarding safety and hygiene. Except where there are special circumstances, audits shall be limited to once per year. The Suppliers Code of Conduct forms part of the contractual obligations between the supplier and NNZ. If a supplier does not comply with any part of our Code of Conduct, NNZ shall grant the Supplier a grace period to remedy the breach of the Suppliers Code of Conduct, except in case of a serious breach, when NNZ shall have the discretionary power to either grant the Supplier a grace period, or to immediately terminate the business relationship. For the purpose of this document a serious breach shall include any breach of any part of the provisions in this Suppliers Code of Conduct regarding compliance with legislation, food safety and consumer interests, employment, human rights, and ethical conduct.

In all cases where NNZ has granted a grace period and NNZ in its discretion finds the breach is not fully remedied during the grace period, NNZ may terminate the business relationship with the supplier with immediate effect whilst reserving the right to be indemnified for all loss and damage arising directly or indirectly from any supplier's nonrespect of this Code of Conduct.

NNZ Group  
Company Name:

Name: Len W.F. Boet

Position: CEO

Date: 9/06/2020

Signature: [Signature]

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