

Johanna Companies Supplier Code of Conduct

This Supplier Code of Conduct sets forth Johanna Companies standards and expectations with respect to key areas of corporate responsibility.

Suppliers must comply with all applicable laws and regulations in their country of operation.

Child Labor

Johanna is committed to the elimination of child labor from its supply chain. Suppliers are required to adhere to minimum age provisions of applicable laws and regulations.

Forced/Prison Labor

Suppliers must not utilize or benefit in any way from forced or compulsory labor, nor utilize factories or subcontractors that force unpaid labor.

Working Hours and Wages

Suppliers should provide wages at least equal to the applicable legal minimum wage and any associated statutory benefits.

Non-Discrimination

Maintain workplaces that are free from discrimination or physical or verbal harassment. The basis for recruitment, placement, training, compensation, and advancement should be qualifications, performance, skills and experience.

Health and Safety

The Supplier must provide employees with a safe and healthy working environment for all employees that includes appropriate controls, safety procedures, preventative maintenance, and protective equipment. Practices must comply with all relevant local and national laws, codes and regulations.

Environmental

Conduct business in ways which protect and preserve the environment. Meet applicable environmental laws, rules and regulations.

Food Safety and Quality

Johanna Foods is dedicated to providing safe high-quality products, and its suppliers must deliver products and services that meet food safety and quality standards required by applicable law and Johanna Foods quality standards.

Verification and Compliance

Suppliers should have adequate monitoring and record keeping systems to ensure compliance with the Code. Johanna Foods reserves the right to monitor, review and verify compliance with the Code.

Supplier's Certification of Compliance

By its acceptance of any purchase order from Johanna Foods, the Supplier acknowledges its acceptance of the Code and intention to comply with its requirements.