

Johanna Foods, Inc. Supplier Code of Conduct

Johanna Foods, Inc. is committed to responsible practices in our Supply Chain. This Supplier Code of Conduct sets forth our standards and expectations with respect to key areas of corporate responsibility.

We require our suppliers to provide written confirmation of compliance with this Supplier Code of Conduct through the new Supplier Safe Quality Foods Verification, which is attached.

Legal Compliance

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

Child Labor

We are committed to the elimination of child labor from our 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 in their country of operation.

Non-Discrimination

Suppliers should 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

Suppliers should provide all of their employees with a safe and healthy working environment that includes appropriate controls, safety procedures, preventative maintenance, and protective equipment.

Environmental

Suppliers should conduct business in ways which protect and preserve the environment and comply with applicable environmental laws, rules and regulations.

Food Safety and Quality

Suppliers must deliver products and services that meet food safety and quality standards required by applicable law and Johanna quality standards.

Verification and Compliance

Suppliers should have adequate monitoring and record keeping systems to ensure compliance with the Code. Johanna 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, Inc., the Supplier acknowledges its acceptance of this Supplier Code of Conduct and confirms its intention to comply with its requirements.