

Supplier Code of Conduct

Schreiber Foods, Inc. (“Schreiber Foods”) is committed to providing our customers with the highest quality of products and services. We’re also committed to caring about our partners and the communities in which we work. We know that our company is only as strong as our reputation and that the actions of our suppliers are a reflection of Schreiber Foods and affect our goodwill and reputation.

Schreiber Foods believes in building strong, secure partnerships with our suppliers. We strive to ensure working conditions in our supply chain are safe, that workers are treated with respect, dignity and fairness, and that manufacturing processes are environmentally and socially responsible.

To ensure suppliers share and uphold the same ethical standards of our business, Schreiber Foods has created this Supplier Code of Conduct. Suppliers are expected to comply with all of provisions of this Code. Failure to comply with the standards and provisions set forth in this Code could put Schreiber Foods’ business at risk and may result in the termination of supplier’s status as a qualified supplier of goods to Schreiber Foods.

To report violations, send an email to SupplyChainManagement@schreiberfoods.com or to remain anonymous, call +1 (920) 455-6285.

Codes of Conduct

1. Compliance with Laws

Suppliers must comply with all laws, ordinances, rules, regulations and orders of public authorities pertaining to the maintenance and operation of the business that supplies products or services to Schreiber Foods. This includes but is not limited to those relating to labor and employment, health, safety, sanitation, environmental regulation, animal welfare and taxation. Suppliers must also comply with industry standards.

2. Labor

Suppliers must not employ children, prison labor, indentured labor, bonded labor, or use corporal punishment or other forms of mental and physical coercion as a form of discipline.

3. Compensation

Suppliers must compensate all workers with wages, overtime premiums and benefits that meet or exceed all applicable legal standards. Wages must always be paid at least monthly and in a manner convenient to the workers. Benefits must include, at a minimum, those mandated by law.

4. Working Hours

Suppliers must ensure that the number of hours and days worked are in compliance with all applicable laws, or the prevailing local standards, whichever is higher. Suppliers must provide workers with rest days and ensure that the working hours are consistent with local regulations and are not excessive.

5. Discrimination

Suppliers must not discriminate in hiring or terms of employment. All terms and conditions of employment should be based upon an individual’s ability to perform the job, not based upon personal characteristics or beliefs.

6. Environment

Suppliers must ensure every manufacturing facility complies with national, state and local environmental laws. Additionally, suppliers must be committed to appropriate actions leading to sustainable improvement of their environmental impact.

7. Worker Safety

Suppliers must provide 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.

8. Animal Care

Suppliers must ensure that all milk used to manufacture products provided to Schreiber Foods is produced on dairy farms that are assured to be in compliance with verifiable, generally accepted animal care practices such as those contained in the United States National Dairy FARM Program or any similar program in place in the country where the milk is sourced.

9. Gifts and Gratuities

Suppliers must use discretion and care to ensure that expenditures for gifts or gratuities offered to Schreiber Foods partners are reasonable and in the ordinary and proper course of business and could not reasonably be construed as an improper inducement or bribe intended to influence the judgement of the recipient.

10. Conflicts of Interest

Suppliers must avoid the appearance of improprieties of conflicts of interest. Suppliers must not deal directly, including engaging in contract negotiations, with any Schreiber Foods partner that has a financial interest in the Supplier. Supplier must disclose situations where there exists a conflict of interest.

11. Anti-Corruption

Suppliers must not tolerate, permit, or engage in bribery, corruption or unethical practices whether in dealings with public officials or individuals in the private sector.