



At **Seaboard Foods (SBF)**, we cannot execute our business plans without integrity and respect for others. As a supplier of **SBF** your actions can reflect the integrity of our business and impact the level of trust we have established with our customers and consumers.¹ As such, we ask that you act in accordance with the following Code of Conduct and implement these standards across your work.

Ethics and Business Integrity

Reporting of Violations: We hold everyone in our connected food system – from our employees and contractors to our suppliers and vendors – accountable for conducting business fairly, ethically and lawfully. Seaboard Foods encourages all employees and people interacting with us to ask questions or share compliance or ethics-related concerns. The Ethics Point Hotline is available 24 hours a day, seven days a week worldwide seaboard.ethicspoint.com which anyone can use to ask questions or raise concerns.

Every report to the Ethics Point Hotline is taken seriously and handled promptly, fairly, and as confidentially as possible. Seaboard Foods will not tolerate retaliation against anyone who, in good faith, raises a concern or participates in an investigation.

Ethics and Business Integrity: All suppliers shall exhibit and promote the highest standards of honesty and ethical personal as well as professional conduct and comply with the spirit and letter of all applicable laws and regulations during their conduct on behalf of **SBF**. This includes recording all business and commercial dealings transparently and accurately in company books and records to demonstrate compliance with applicable laws, regulations and this Code.

Conflict of Interest and Confidentiality: All suppliers shall conduct their private or non-work interests in a manner that does not interfere with the interests of the company or detract from the ability to perform work-related responsibilities objectively and effectively.

Employee Relations

Grievance Mechanism: Suppliers shall maintain an internal program for handling reports of workplace complaints, including anonymous reports.

Employee Discipline: Suppliers shall maintain the right to take disciplinary or corrective action to improve work performance or deter certain behaviors that it deems inappropriate.

Freedom of Association: Suppliers shall maintain respect to the rights of employees to associate, form, join or organize, or not, with any group or organization, pursuant to applicable law. Workers shall not be prohibited from exercising their legal rights.

Human Rights & Animal Care

Wages and Benefits: Suppliers shall ensure employees are paid at or above the applicable legal minimum wage for all hours worked in accordance with applicable state and federal law, including the Equal Pay Act. Suppliers must comply with applicable law in the timing and method of payment of wages.

¹ This code of conduct applies to any supplier of SBF and its affiliates. “Affiliate” means any entity by which SBF, or its wholly owned subsidiary, owns fifty (50%) or more of the outstanding equity.



Working Hours and Rest Days: Suppliers shall ensure that workers adhere to and understand applicable policies and/or terms established by legally binding collective bargaining agreements as they pertain to working hours (regular and overtime), meal or break periods and rest days (regular and compensatory) and comply with applicable federal and state child labor laws.

Recruitment, Selection and Hiring: Suppliers are responsible for validating the identity and employment authorization of all their new employees to ensure only workers who are legally authorized to work in the United States are engaged and employed.

Migrant Worker: Suppliers are required to ensure that people seeking employment at their facilities are not compelled to work through force, deception, intimidation, or coercion, which includes monitoring any third-party which assists them in recruiting.

Anti-Discrimination, Anti-Harassment and Respectful Workplace: Suppliers shall treat employees with fairness, respect, and dignity. Discrimination or harassment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other status protected by applicable law will not be tolerated and will be subject to appropriate disciplinary action.

Workplace Safety: Suppliers shall ensure that a healthy and safe workplace is maintained for their employees to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of operations.

Workplace Violence: Suppliers shall not tolerate workplace violence. All employees, contractors and visitors of the supplier are strictly prohibited from making threats and engaging in any violent acts on and in work premises.

Drug-Free Workplace: All employees of suppliers are strictly prohibited from possessing, manufacturing, distributing, storing, consuming, or otherwise using alcohol and illegal drugs, as defined by state or federal laws and regulations, on work premises.

Anti-Human Trafficking: Suppliers shall be committed to a work environment free from human trafficking, including forced labor, unlawful child labor and commercial sex trafficking. Activities associated with such acts will not be tolerated or condoned.

Animal Care: Suppliers shall uphold SBF comprehensive animal care standards and honor their moral and ethical obligation to raise, transport and process food animals using procedures that consider the long-term health, welfare, and management benefits of the individual animals.

Environment, Food Safety & Quality

Environmental Impact: Suppliers shall conduct business in a manner which embraces sustainability, reduces environmental impact, and complies with all applicable environmental laws and regulations.

Food Safety and Quality Assurance: Suppliers shall comply with all applicable food safety laws, regulations, and quality standards.

Acknowledgement: I acknowledge that I have read and been informed about the content, requirements, and expectations of the Supplier Code of Conduct

I understand that if I have questions, at any time, regarding this policy, I will consult with my contact at SBF.

Certification: I certify that we are complying with all laws regarding slavery and human trafficking of the state or states in which we are doing business and those of the United States.