

Introduction

Country Style Foods is committed to conducting business with integrity, transparency, and respect for ethical, environmental, and social standards.

We expect our suppliers and business partners to share this commitment and adhere to the following Supplier Code of Conduct in all aspects of their operations.

1. Legal Compliance

Suppliers must comply with all applicable laws, regulations, and international standards governing their business activities, including but not limited to labor laws, environmental regulations, anti-corruption laws, and human rights conventions.

2. Labor Practices

- **Fair Employment:** Suppliers must provide equal employment opportunities to all individuals, without discrimination based on race, gender, age, disability, religion, nationality, or any other protected characteristic.
- **Child Labor:** Suppliers must not employ individuals under the legal minimum working age established by local laws or the International Labour Organization (ILO) conventions.
- **Forced Labor:** Suppliers must not engage in any form of forced or involuntary labor, including bonded labor, human trafficking, or slavery. Suppliers must continually take steps to ensure their supply chains are free from forced or involuntary labor, including bonded labor, human trafficking, or slavery.
- **Working Conditions:** Suppliers must provide safe and healthy working conditions for their employees, ensuring compliance with occupational health and safety regulations and recognized minimum industry standards.
- **Freedom of Association:** Suppliers must respect the rights of workers to freedom of association and collective bargaining, in accordance with applicable laws and regulations.

3. Environmental Responsibility

- **Environmental Compliance:** Suppliers must comply with all environmental laws, regulations, and standards relevant to their operations, including those related to pollution prevention, waste management, and resource conservation.
- **Resource Efficiency:** Suppliers must strive to minimize their environmental impact by promoting resource efficiency, energy conservation, and the use of renewable energy sources whenever feasible.

- **Waste Management:** Suppliers must implement responsible waste management practices, including recycling, reuse, and proper disposal of waste materials to minimize environmental pollution.
- **Sustainable Sourcing:** Suppliers must promote sustainable sourcing practices, including the responsible extraction and harvesting of raw materials, and support efforts to combat deforestation and habitat destruction.

4. Business Ethics

- **Integrity and Anti-Corruption:** Suppliers must conduct business with integrity, honesty, and transparency, and must not engage in any form of bribery, corruption, extortion, or other unethical practices.
- **Conflicts of Interest:** Suppliers must disclose any actual or potential conflicts of interest that may arise in their business relationships with Country Style Foods and act in the best interests of the partnership.
- **Confidentiality:** Suppliers must respect the confidentiality of Country Style Foods's proprietary information and trade secrets and must not disclose such information to third parties without proper authorization.

5. Social Responsibility

- **Community Engagement:** Suppliers must engage with local communities in a positive and meaningful way, respecting local customs, traditions, and cultural heritage.
- **Human Rights:** Suppliers must respect and support the protection of human rights, including the rights of indigenous peoples, minorities, and vulnerable populations, in accordance with international human rights standards.
- **Supply Chain Responsibility:** Suppliers must ensure that their own suppliers and subcontractors also adhere to the principles outlined in this Supplier Code of Conduct.

6. Monitoring and Compliance

- **Compliance Reporting:** Suppliers must provide Country Style Foods with accurate and timely information regarding their compliance with this Supplier Code of Conduct and any relevant laws and regulations.
- **Audits and Assessments:** Country Style Foods reserves the right to conduct audits and assessments of suppliers' facilities and operations to verify compliance with this Supplier Code of Conduct.

Supplier Code of Conduct

- **Remediation:** Suppliers must take prompt and effective action to address any identified violations of this Supplier Code of Conduct and implement corrective measures to prevent recurrence.

Country Style Foods requires all suppliers and business partners to fully comply with this Supplier Code of Conduct and demonstrate a commitment to ethical, environmental, and social responsibility. Failure to comply with this code may result in the termination of business relationships.