



First on Any Menu®

## **SUPPLIER CODE OF CONDUCT**

Peco Foods, Inc., and affiliates (“Peco”), are committed to legal compliance and ethical conduct wherever Peco conducts business. This Supplier Code of Conduct (“Code of Conduct” or “Code”) outlines Peco’s expectations of fair and ethical business practices for all of Peco’s suppliers of goods and services. We also expect our suppliers to hold their supply chains to substantially the same standards contained in this Code of Conduct. Suppliers who knowingly or repeatedly violate this Code of Conduct, or who allow their supply chain to violate the standards contained in this Code, will not continue to receive Peco’s business.

### **Compliance with Laws**

Peco expects its suppliers to know and comply with all applicable laws, rules, and regulations at the local, state, federal, and international level.

### **Human Rights and Employment Standards**

Peco is committed to recognizing and upholding human rights of all workers involved in providing goods or services in the Peco supply chain. Treating others with honor, dignity, and respect is integral to the way Peco conducts its own business, and Peco expects its suppliers to do the same.

Voluntary Labor. Employment shall be voluntary. The use of any form of slave, forced, bonded, indentured, prison, or other involuntary labor is prohibited. Suppliers shall not engage in human trafficking or exploitation, and shall not use goods or services tainted by human trafficking. Suppliers shall not require workers to surrender government-issued identification or work permits as a condition of employment.

Work Authorization. Suppliers shall employ workers who are legally authorized to work in their location and facility and are responsible for validating employees’ eligibility to work status through appropriate documentation.

Freedom of Association. Suppliers shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable laws and regulations. Suppliers shall respect the rights of workers to communicate with management regarding work conditions and management practices without fear of retaliation.

Underage Labor. Suppliers shall ensure that all of their employees are of a legal age to work in the applicable jurisdiction prior to employment. Suppliers shall comply, and shall ensure that their suppliers comply, with all child labor laws applicable to their workforce.

Working Hours and Wages. Working hours and workweeks shall not exceed the maximum set by applicable laws. Suppliers must provide workers with rest days. However, if applicable law allows, employees may voluntarily work overtime. Suppliers must comply with all applicable wage laws, including those related to minimum wages, premium pay for overtime hours, and non-discrimination in pay. There shall be no disciplinary deductions from pay.

Anti-Discrimination and Fair Treatment. Suppliers shall promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity, and respect. No form of physical, sexual, psychological, or verbal harassment or abuse will be tolerated.

### **Workplace Environment**

Peco expects its suppliers to provide a clean and safe working environment for their employees, and suppliers shall take all steps reasonably necessary to prevent accidents and injury, and to minimize exposure to health risks. Suppliers shall ensure that all workers receive communication and training on emergency planning and safe work practices. In addition, suppliers shall have systems to prevent, detect, and respond to potential risks to the safety, health, and security of all employees.

### **Environmental and Social Responsibility**

Peco expects its suppliers to be stewards of and protect the environment. Specific focus areas include air emissions (including greenhouse gas emissions), waste reduction, energy efficiency, water use reduction, and sustainable agriculture. Suppliers must meet or exceed respective industry standards for animal welfare practices and living conditions.

### **Business Integrity**

All business activities of suppliers shall comply with applicable laws and regulations for the countries and jurisdictions in which they operate. Peco expects its suppliers to engage in fair and ethical business practices. Peco expects suppliers to alert Peco immediately with any issues that may affect the goods or services they supply.

Competing for Business. Peco expects its suppliers to compete fairly and ethically for Peco's business, never offering bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives. Peco expects its suppliers to comply with applicable anti-corruption laws.

Record Keeping. Peco expects its suppliers to maintain accurate and honest records and apply any applicable audit processes.

Confidentiality. Suppliers shall safeguard confidential information of Peco by keeping it secure, limiting access, and avoiding discussing or revealing such information in public places. These requirements extend to confidential information of other members of Peco's supply chain and of Peco's customers, and they continue after the conclusion of a supplier's business relationship with Peco.

Grievance Mechanism. Suppliers shall create internal programs for handling reports of workplace grievances, including anonymous reports.

Whistleblower Protection. Suppliers are responsible for prompt reporting of actual or suspected violations of law or this Code of Conduct. Such programs shall protect worker whistleblower confidentiality and prohibit retaliation.

## **General**

Audits and Assessments. Peco reserves the right to conduct unannounced audits of suppliers' business practices, records, and facilities, and of any goods and/or services provided by suppliers to Peco, either by Peco or by an accredited auditing firm approved by Peco.

Monitoring of Suppliers. Suppliers are responsible to have a program in place to monitor their suppliers for compliance with principles comparable to those set forth in this Code of Conduct in all material respects.

Consequences of Violations. Peco reserves the right to terminate its business relationship with any supplier who violates this Code of Conduct or whose suppliers violate this Code.