

## LAMB WESTON / MEIJER V.O.F.

### CODE OF CONDUCT FOR SUPPLIERS

At Lamb Weston / Meijer we believe that adhering to the highest possible standards of integrity and ethical behavior is the only way to succeed, and so we have set the highest standards for the way we conduct our business, in areas from corporate and social responsibility to sound business ethics. We are committed to ensuring that working conditions throughout our supply chain are safe, that employees are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

As such, because the conduct of Lamb Weston / Meijer's Suppliers can be attributed to Lamb Weston / Meijer and its reputation, we expect our partners in business to act with the same level of integrity and ethical behavior. This Code of Conduct for Suppliers, while not exhaustive, is established to provide a guideline of our expectations, highlighting some key laws and regulations, as well as outlining additional requirements that Lamb Weston / Meijer expects its Suppliers to meet.

We require all our Suppliers to comply with this Code and each individual Supplier shall ensure the implementation of this Code in its own operations. Our Suppliers shall also ensure that their subcontractors and sub-suppliers working on products supplied to Lamb Weston / Meijer comply with this Code and if requested by LWM can demonstrate this.

#### **Compliance with Applicable Laws, Regulations and Practices**

All our Suppliers are required to act in accordance with all applicable (inter-) national laws, rules, regulations and published industry standards.

Supplier must also comply with sanction legislation and governmental imposed embargoes and trade restrictions which forbid Supplier to trade directly or indirectly with certain foreign countries or persons. It is fundamental to the business success of Lamb Weston / Meijer that we meet or exceed the expectations of our consumers with the quality of our products. As we expect the highest standards of ourselves, we require our Suppliers to meet or exceed the quality and safety standards communicated by Lamb Weston / Meijer to its Suppliers.

#### **Workplace and Human Rights**

Our Suppliers must be committed to promote a workplace free of harassment and free of harsh or inhumane treatment, including (sexual) harassment, (sexual) abuse, mental coercion, physical coercion, bullying, discrimination, verbal abuse or unreasonable restrictions on entering or exiting company provided facilities.

Our Suppliers must ensure that no forced labor, including bonded, indentured and involuntary prison labor, inclusive of human trafficking and slavery, is used. Accordingly, any work performed by an employee that is involuntary and/or performed under threat of physical harm or other penalty is prohibited. Only voluntary employment may be utilized and employees must be allowed to terminate their employment at any time upon reasonable notice.

Our Suppliers and their subcontractors are forbidden from using child labor in any circumstance. Our Suppliers must ensure proper employment of minors at all stages of manufacturing, delivering and processing goods. Lamb Weston / Meijer supports the use of legitimate workplace apprenticeship programs, but only if they comply with all applicable laws and regulations.

Our Suppliers must comply with all applicable laws governing the number of maximum work hours, vacation time, leave periods, and holidays. Suppliers' employees shall not work beyond the maximum



working hours permitted by applicable law. Suppliers will compensate for overtime hours in accordance with applicable laws.

Our Suppliers must provide a living income, including regular wages and overtime hours, and legally mandated benefits, in accordance with all applicable laws and standards.

Our Suppliers must recognize and respect the rights of employees to freely associate, form and join workers organizations or trade unions of their own choosing, seek representation and bargain collectively in accordance with all applicable laws. Additionally, Lamb Weston / Meijer encourages its Suppliers to establish open communication and direct engagement between employees and management as a means by which to support positive employee relations.

All conditions of employment must be based on an individual's ability to do the job, not on the basis of personal characteristics or beliefs. Our Supplier must not discriminate based on race, color, gender, gender identity or expression, religion, age, nationality, sexual orientation, social or ethnic origin, disability, pregnancy, political affiliation, veteran status, union membership or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination.

Our Suppliers shall only employ workers with a legal right to work, which must be validated by suppliers before the employment by reviewing the relevant documents. Procedures which demonstrate compliance with these validations must be implemented. Suppliers must regularly check employment agencies from whom they obtain workers to monitor compliance with this requirement.

#### **Animal Welfare**

Lamb Weston / Meijer is committed to the humane treatment of animals. Lamb Weston / Meijer requires its suppliers to implement humane procedures to prevent the mistreatment of animals at all times. Lamb Weston / Meijer requires that suppliers provide an environment that is free from stress, cruelty, abuse, and neglect throughout the life of the animal.

#### **Health and Safety**

Lamb Weston / Meijer recognizes that integrating sound health and personal/food/feed safety management practices into all aspects of business is essential for all our stakeholders.

In line with the above, our Suppliers must ensure a safe and healthy working environment, including appropriate controls, safety procedures, preventative maintenance and appropriate protective equipment in compliance with all applicable laws and regulations. This is especially important when dealing with hazardous materials.

#### **Environment**

As one of the industry's leading producers of frozen potato specialties, we respect our planet's limited resources and always strive toward greater economically, environmentally, and socially sustainable practices. Lamb Weston / Meijer therefore expects its Suppliers to act in an environmentally responsible manner.

At a minimum, operations will be carried out with care for the environment and will include compliance with all relevant legislation in the country concerned. Suppliers must obtain, maintain, and keep current all required environmental permits and registrations and have the commitment as well as the ability to remediate any environmental problems they may cause.

Lamb Weston / Meijer promotes its Suppliers to reduce the environmental impact of their manufacturing processes and to reduce or eliminate carbon footprint and waste of all types, including water and energy, by implementing appropriate conservation measures in their facilities, in their maintenance and production processes, and by recycling, re-using, or substituting materials.

**Ethics**

Lamb Weston / Meijer only awards business based on fair competition and value to our customers, consumers and stakeholders. Our Suppliers must conduct their business with integrity and in a fair and competitive manner, and always within the framework of all applicable (anti-trust) laws and regulations.

Our Suppliers may not participate in or permit any forms of corruption, bribery, extortion, embezzlement or any other means of obtaining undue or improper advantage. Our Suppliers are strictly prohibited from providing, requesting or soliciting personal gifts, cash, cash equivalents, favours or services which might obligate or appear to obligate the recipient. Any entertainment offered must be both proportionate and appropriate in maintaining the business relationship and must always serve the ethical and principled interests of both parties.

Any violation of this prohibition may result in immediate termination as a Lamb Weston / Meijer Supplier and in legal action.

**Information Management, Monitoring and Record Keeping**

Supplier shall handle and safeguard all information (including but not limited to confidential information, intellectual property and personal data) with care and in line with the applicable legislation.

Our Suppliers must maintain necessary documentations to demonstrate their compliance with this Code of Conduct for Suppliers. Lamb Weston / Meijer and/or its designated agents maintain the right to take certain actions, such as inspection of production facilities or review of the applicable documentation, to ensure compliance with this Code of Conduct for Suppliers.

**Reporting of (possible) misconduct**

All violations or suspected violations of this Code of Conduct for Suppliers should be reported to one of your Lamb Weston / Meijer contact person(s).

**ACKNOWLEDGMENT OF TERMS**

Accepted and agreed to on behalf of \_\_\_\_\_, a supplier to Lamb Weston / Meijer ('Supplier').

I acknowledge that I am authorized to bind such company to the terms herein.

Name:

Date:

Title:

COMPANY ADDRESS:

COUNTRY: