



Supplier Code of Conduct

ED&F Man is committed to ensuring that all business is conducted responsibly. We view suppliers as our partners and expect them to commit to the below principles in their own operations as well as throughout their supply chains. An extended version of our requirements can be found in our Responsible Sourcing Policy here: <https://www.edfman.com/about/policies-and-compliance/>

Environment

Supplier complies with all applicable environmental regulations and holds all required permits and licenses. Supplier is responsible for ensuring the safe use of agro-chemicals and preventing the use of banned pesticides.

Supplier operates responsibly, is committed to pollution prevention and the efficient use of raw materials, water, and other natural resources, while minimising waste, emissions, and noise. Supplier shall reduce its carbon footprint by minimising energy use and agro-chemical use and by optimising waste and water management.

Supplier operates in a manner that avoids deforestation, protects against conversion of natural and critical habitats, and preserves unique terrestrial and/or freshwater biodiversity.

Social

We expect Supplier to implement human rights due diligence in their supply chains. We encourage Supplier to set up their own Grievance Mechanism and actively share our grievance mechanism, Speak Up (<https://edfman.speakup.report/edfman>), with their employees and suppliers to ensure any behaviour that violates our principles is reported. We expect Supplier to protect anyone that raises a complaint.

Supplier complies with the core labour standards and conventions set out in the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

Supplier is responsible for supporting and respecting the protection of internationally proclaimed human rights. Employees are not required to surrender their passports (or other legal documents) or pay a fee before commencing work and will be provided with employment contracts written in their native language with clearly set out terms of their employment.

Supplier will not be involved in, contribute to, or be associated with human rights abuses, modern slavery, or human trafficking. Employment is freely chosen and does not involve forced, bonded, indentured, or other involuntary (prison) labour. Supplier does not use child labour and does not employ workers below the age of 15. The employment of workers under the age of 18 is permitted only for light, non-hazardous work under proper supervision that does not interfere with compulsory education.

Supplier complies with working time regulations and wage laws, including mandated benefits, and shall pay its staff at least minimum wages, including payment for voluntary overtime.

Supplier allows freedom of association and respects the right to collective bargaining.

The workplace shall be free from harsh and inhumane treatment, or the threat thereof, including discrimination, violence, and harassment (including sexual harassment), gender-based violence, abuse, punishment, and coercion. This applies regardless of age, nationality, race, social or ethnic origin, colour, gender, gender identity or expression, marital status, sexual orientation, disability, medical history, pregnancy status, religion, political opinion, union affiliation, or veteran status.

Supplier adheres to local health and safety laws and provides a safe and healthy workplace with access to potable water and sanitary facilities and, if applicable, safe and hygienic company-provided living quarters. All operations, processes, and equipment shall be safe, and the risks of accidents or injury shall be actively minimised.

Where applicable, supplier operates responsible land tenure governance, respecting the legal and customary land rights of local and indigenous populations. Supplier also obtains Free, Prior, and Informed Consent (FPIC) from such groups for the use of their land. This includes a zero tolerance of land grabbing.

The above social paragraphs apply to all labour, whether under contract, seasonal, or migrant.

Governance

Supplier shall comply with all applicable laws and regulations to ensure a legal operation. This includes operating ethically, in compliance with antitrust laws and applicable sanctions and not engaging in bribery, corruption, money laundering, or other fraudulent activities. All employees are expected to adhere to these requirements and Supplier's management is responsible for ensuring compliance.

Supplier shall keep due diligence documentation and accurate records of purchases, processing, and sales for at least 5 years to allow tracking products back to their suppliers and implement product segregation, where applicable. Upon request, supplier will be transparent about the origin of their products for ED&F Man.

We expect Supplier to operate adequate due diligence systems, which includes identifying risks and implementing relevant preventive or remediation measures. Supplier shall notify ED&F Man of any breach of our requirements that may affect the reputation of the Supplier and/or ED&F Man.

ED&F Man reserves the right to - themselves or via independent third parties - verify compliance at any time.

By signing below, it is confirmed that Supplier complies with the above environment, social, governance, and grievance principles and has in place internal management processes and controls to ensure compliance.

Supplier: _____

Date: _____

Completed by: _____

Signature: _____

This document forms part of our Responsible Sourcing Procedures. Please ensure you deliver a signed copy of this document directly to your Commercial or Quality contact.