

Responsible Sourcing Policy

SUS 2

March 2025 | Version 3.0



Overview

Flora Food Group expects its business partners to adhere to values and principles consistent with our own. Flora Food Group supports responsible business practices to grow our company and communities, by doing business in a manner that improves lives of workers across our supply chain, their communities and the environment, consistent with Flora Food Group's Purpose. Our requirements of suppliers (companies that supply Flora Food Group with goods and/or services, across both production and non-production areas of our business) are set out in our Responsible Sourcing Policy (henceforth, "the Policy"). The Policy affirms the following Principles:

1. Business is conducted lawfully and with integrity, in compliance with laws and regulations relating to trade, data protection, privacy, intellectual property, pricing, antitrust and competition.
2. Operations should be compliant with applicable laws and regulations, including trade sanctions and restrictions issued by recognised legislative authorities, which are designed to limit trade with certain countries or their nationals.
3. All workers are treated equally and with respect and dignity.
4. Partners should provide equal hiring, employment and promotion opportunities, without discrimination in employment, compensation, advancement, discipline, termination or retirement.
5. Partners are required to address gender related labour rights issues including discrimination and harassment.
6. Employment is voluntary, and workers are free to leave work or terminate their employment upon reasonable notice. Partners shall not use any prison, slave, bonded, forced or indentured labour.
7. All workers should have the appropriate paperwork to prove they meet the minimum legal age and eligibility criteria to be employed in their respective countries.
8. Working hours must be in accordance with national laws, collective agreements and the provision of International Labour Organization standards on working time. Overtime is regulated in compliance with the law and is voluntary.
9. Workers are paid fair wages that align with the national or local minimum wage for both full time and contractual work. Wage calculations should be transparent, equitable and objective, including remuneration based on production, quotas, or piecework.
10. Benefits specified in work contracts should comply with mandatory benefits in the country of employment.
11. All workers are free to exercise their right to form and/or join trade unions, and to bargain collectively. Workers who choose to form or join trade unions must not be discriminated against or be intimidated with fear of job loss for joining such organizations.
12. Workers' health and safety are protected at work. Workers must be provided with hygienic working environments with adequate lighting, ambient temperature, ventilation, sanitation and potable drinking water to respect the human right to water, sanitary facilities and food storage.
13. All workers have access to fair procedures and remedies and must have the assurance that grievances will be addressed fairly and in a timely manner, and with no fear of reprisal.
14. Land rights of communities, including indigenous people, should be protected and promoted at all times.

15. Business is conducted in a manner which embraces sustainability and reduces environmental impact, while ensuring compliance with all local and national environmental laws, regulations, permitting requirements and reporting standards.
16. Partner businesses should respect all internationally accepted human rights standards, in line with the UN Guiding Principles, ILO Core Conventions, the UN Global Compact Principles, and Universal Declaration of Human Rights.

All Flora Food Group's Purchasing Agreements / Contracts, Master and Local Purchase Agreements or Flora Food Group Master Services Agreements specify that suppliers must acknowledge adherence to our Responsible Sourcing Policy as a condition of supply. This Policy sets out responsibilities of Flora Food Group employees, who engage with suppliers.

Musts

Flora Food Group employees who contract and/or work with Flora Food Group's suppliers must:

- Read and understand the Principles and consult their line manager or the relevant Sustainable Sourcing team member if they have any questions;
- Notify their line manager and, if appropriate, the compliance team member if they know or suspect that suppliers are not meeting relevant requirements within the Policy; and
- Ensure that any shortlists or tendering processes for new suppliers for which they are responsible consider potential suppliers' credentials in areas covered by the Policy.

Must Not

- Flora Food Group employees, who contract and/or work with Flora Food Group's suppliers must not agree to any contractual changes or exclusions with respect to the Policy without consulting their Legal business partner and prior written authorisation from the Chief Compliance Officer, Chief Sustainability Officer and Chief Corporate Affairs and Communications Officer.

Any exception to these guidelines cannot be made without the express written approval of the Chief Compliance Officer and due notification being provided to the Chief Sustainability Officer and Chief Corporate Affairs and Communications Officer.

Governance

Flora Food Group's Chief Procurement Officer and Chief Sustainability Officer are responsible for implementing our Responsible Sourcing Policy.

The Compliance Committee includes representatives of Flora Food Group's Board and Executive Committee is involved in the approval process for our Responsible Sourcing Policy. The Compliance Committee is accountable for Flora Food Group's policy framework.

Related Documents

- Human Rights Policy
- Grievance Tracker (Commodities)
- Business Partner Code of Conduct

Policy Number:	SUS 2
Policy Ratified on:	24 March 2025
Version	3