

Supplier Code of Conduct - ORANA Group

Introduction

ORANA is committed to sustainability in all business activities, and aims to apply the highest ethical standards in order to ensure the long-term success of ORANA and its stakeholders. In support of this, ORANA has subscribed to the UN Global Compact initiative, and the company is committed to contributing to the work of achieving the UN Sustainable Development Goals (SDGs). By integrating a structured strategy for how to implement specific SDG initiatives directly into the ORANA business strategy, Orana ensures sustainability as a cornerstone of the company. Guided by these commitments, ORANA has prepared the ORANA Group Supplier Code of Conduct.

The Supplier Code of Conduct specifies minimum standards expected of all suppliers and is based on the following principles:

- Social Practices
- Work Place Health and Safety
- Responsible Consumption and Production
- Commitment to Environment
- Partnerships to achieve the Goal

ORANA is committed to following these principles and requires its suppliers to explicitly acknowledge and adhere to the principles embodied in the Supplier Code of Conduct and to ensure that their own suppliers will also comply with these principles.

Social Practices

- **Forced Labour**
Suppliers shall not use forced labour including bonded labour or prison labour.
- **Child Labour**
Suppliers shall not use child labour. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.
- **Wages, Benefits, and Working Hours**
Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours, and mandated benefits.
- **Freedom of Association:**
Suppliers shall respect the rights of workers as set forth in local laws to associate freely, join or not join unions, seek representation and join workers' councils. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment
- **Non-Discrimination:**
Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status is not tolerated.

Work Place Health and Safety

Suppliers shall ensure that their workers are provided safe, suitable, and sanitary work facilities as per ILO convention Article 120.

Suppliers shall also protect workers against processes, substances, and techniques, which are unhealthy, toxic or harmful. Suppliers must provide all employees with protective equipment and training necessary to safely perform the functions of their positions.

Suppliers shall encourage their workers to report concerns or illegal activities in the workplace without the threat of reprisal, intimidation, or harassment. Suppliers shall investigate and take corrective action if needed.

Responsible Consumption and Production

- **Compliance with applicable laws and standards**
Suppliers shall identify and comply with applicable laws, regulations and standards hereunder quality and safety standards. Suppliers shall also comply with relevant customer requirements.
- **Food Fraud**
Suppliers shall not commit any fraudulent activity or intended adulterations with regard to production.
- **Emergency Preparedness**
Suppliers shall identify and assess likely and potential emergency situations in the workplace and minimize their impact on the supply by implementing emergency plans and response procedures.

Commitment to Environment

- **Environmental Safety**
Suppliers shall comply with all applicable environmental regulations. All required environmental permits, and licenses shall be obtained and their reporting requirements followed.
- **Waste and Emissions**
Suppliers shall have systems in place to ensure the safe handling, movement, storage, and management of waste, air emissions, and wastewater discharges through prevention, reduction, recycling, and reuse. Any waste, wastewater, or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled, and treated prior to release into the environment.
- **Resource Conservation and Climate Protection**
Suppliers shall be environmentally conscious by minimizing or eliminating the negative impacts on the environment and climate for which they can implement more environment-friendly sustainable modifications of production, maintenance & facility processes, material substitution, conservation, material reutilization, etc.
Further, they are expected to use natural sources such as water, raw materials, energy, etc. in an economical way.

Partnerships to achieve the Goal

- **Business Integrity**
All corruption, extortion, and embezzlement are prohibited. Suppliers shall not pay or accept bribes in business or government relationships. Suppliers shall conduct their business consistently with fair competition and in compliance with all applicable anti-trust laws. Suppliers shall employ fair business practices, including accurate and truthful advertising.
- **Gifts, Entertainment and Kickback**
Relationships with suppliers must be based entirely on sound business decisions and fair dealing. ORANA staff is not allowed to accept any gifts or entertainment, defined as anything of value, including but not limited to discounts, loans, cash, prizes, use of the supplier’s vehicles or vacation facilities, stock or other securities, tickets, and gift certifications. ORANA staff is also not allowed to accept or give kickbacks when obtaining or awarding contracts, services, referrals, goods, or business. A kickback is defined as a willful offer to receive, request or pay anything of value in order to induce or reward referrals of business including goods or services.
- **Privacy**
Suppliers shall safeguard all confidential information to ensure that company and worker privacy rights are protected. By acceptance of this Supplier Code of Conduct, the suppliers commit that all existing and future agreements with ORANA will be subject to the provisions contained in this Supplier Code of Conduct.
- **Supply Chain Management – Termination of the Supply Agreement**
ORANA routinely carries through audits of suppliers in order to evaluate the quality of raw materials, packaging materials, or any equipment and services supplied. ORANA reserves the right to verify compliance with this Supplier Code of Conduct. In case ORANA becomes aware of any actions or conditions that are not in compliance with this Supplier Code of Conduct, ORANA reserves the right to demand corrective action. ORANA also reserves the right to terminate an agreement with a Supplier who does not comply with this Supplier Code of Conduct.

Accepted and agreed to on behalf of

SUPPLIER NAME

Name

Position

General Manager / Director

.....

Date

Signature and Stamp

.....

.....