



# SUPPLIER CODE OF CONDUCT

*For responsible sourcing*

Effective date

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# Fruit d'Or's commitment to a responsible supply chain

At Fruit d'Or inc ("**Fruit d'Or**"), our purpose is clear: to cultivate every day a sustainable world for people and nature, with the well-being of all in mind. We firmly believe that our everyday actions must reflect our values and our responsibility towards the environment and society.

Since our beginnings, we have strived to make a positive impact in our community. We know that to achieve our goals of responsibility and sustainability, it's essential to work closely with our suppliers. Our supply chain must reflect our values as well as those of our customers.

Our Supplier Code of Conduct for Responsible Sourcing ("**Code of Conduct**"):

- is part of Fruit d'Or's approach to ensuring a responsible supply chain and sustainable development;
- sets out Fruit d'Or's expectations of its suppliers in terms of business ethics and integrity, respect for human rights and environmental protection;
- reflects Fruit d'Or's commitment to doing business with suppliers who share its values and adhere to responsible practices.

By adopting this Code of conduct, our suppliers undertake to comply with internationally recognized standards and best practices in responsible sourcing.







## Scope

This Supplier Code of Conduct for Responsible Sourcing applies to all Fruit d'Or suppliers of goods and services. For the purposes of this Code of Conduct, the term "supplier" refers to Fruit d'Or's direct suppliers as well as their own suppliers throughout the supply chain.

Suppliers are responsible for monitoring their subcontractors or subsidiaries to ensure compliance with the Code of Conduct. Suppliers must exercise due diligence to validate that their entire supply chain complies with the Code.

All suppliers must meet or exceed the requirements set out in this Code of Conduct. In some cases, this Code of Conduct goes beyond compliance with applicable laws and is based on internationally recognized standards for promoting social and environmental responsibility. In the event of differences between the standards set out in this Code of Conduct and legal requirements, the most stringent standard shall apply, in accordance with applicable law. In the event of any discrepancy or inconsistency between the Code of Conduct and a contractual agreement between the Company and a supplier, the contractual agreement shall prevail.

We recognize that resolving some difficulties may take time, and we will take this into account when appropriate. We will monitor and evaluate progress through our regular supplier review process, as well as through our specific assessment and audit activities under development. However, when Fruit d'Or finds that a supplier cannot, or does not intend to, implement the necessary initiatives to demonstrate compliance within an agreed timeframe, Fruit d'Or may be required to take the necessary steps to seek an alternative source of supply of a particular product or service.

## Supplier requirements

# 1. Human rights

Fruit d'Or expects all its suppliers to guarantee respect for human and labor rights in their core activities and supply chains, including the following:

### Health & Safety

Suppliers must comply with all applicable health and safety regulations and standards, including providing a healthy, hygienic and safe workplace. Each supplier must put in place clear health and safety policies, programs and procedures, keep them up to date to ensure compliance with laws and industry standards, and communicate them to all employees. Suppliers are encouraged to provide regular health and safety training for their employees.

### Child labor

It is forbidden for a supplier to employ a child under the age of 14, subject to the exceptions and conditions laid down in the legal standards and regulations in force in his country.

The supplier may not employ a person under the age of 18 if the work in question can or is likely to :

- harm his or her health or physical or moral development;
- interfere with his schooling.

The supplier must carry out its activities in accordance with local laws and the fundamental principles and rights set out in the *International Labour Organization (ILO) Declaration on Child Labour*.

### Forced labor

Suppliers may not resort to debt bondage or forced labor, slavery, involuntary prison labor or human trafficking. It is strictly forbidden to use or tolerate any form of corporal punishment, physical or psychological abuse, threats of violence or any other form of abuse, coercion or intimidation.

Suppliers must not require payment of fees or the surrender of an identity document as a condition of employment. Suppliers must provide all their employees with the terms and conditions of their employment in a language they understand.

### Compensation (salary and benefits)

Wages and benefits paid for an ordinary working week meet, as a minimum, national legal standards or industry standards, whichever is higher. In all cases, wages should be sufficient to cover basic needs and provide a free income.

The employee must be paid on a regular basis and must have access to a pay slip. It is forbidden to make deductions from wages for disciplinary reasons, or to make deductions from wages that are not provided for by national law, without the express authorization of the employee concerned. Wages must be paid directly to the employee or into an account belonging to the employee.



## Supplier requirements

# 1. Human rights

### Working hours

Suppliers ensure that working hours and overtime comply with all applicable laws and collective agreements, according to the highest level of protection, including laws on maximum working hours and rest periods. Employees receive annual leave and public holidays in accordance with local legislation.

### Freedom of association and right to collective bargaining

Suppliers recognize and respect employees' rights to freedom of association and collective bargaining. Suppliers shall ensure that union representatives are not subjected to discrimination or harassment.



### Equal treatment and the fight against discrimination

Fruit d'Or requires all its suppliers to treat their employees fairly and without discrimination in recruitment, wages, benefits and career progression, in an inclusive working environment where everyone is welcomed, respected, valued and supported, regardless of the following criteria: age (except as provided by law), ancestry, color, race, citizenship, marital, matrimonial or family status (including single status), ethnic or national origin, place of origin, gender identity, gender expression, language, disability, political beliefs, criminal record (in employment matters only), religious conviction or belief, sex (including pregnancy and breast-feeding), sexual orientation, social condition, or any other prohibited ground, both in the hiring process and in all aspects of working life.

### Community rights

Fruit d'Or expects its suppliers to act responsibly towards the communities in which they operate. Suppliers must consult with communities that may be affected by their activities, and address any legitimate concerns they may have.

Suppliers must recognize and respect the rights of local communities, and value their traditions and cultural and social heritage.

Wherever possible, suppliers are encouraged to support the development of the communities involved in their supply chain, contributing to their socio-economic well-being.

## Supplier requirements

# 2. Respect for the environment

As a minimum, Fruit d'Or expects its suppliers to comply with applicable environmental laws in the countries where they operate. In addition, Fruit d'Or encourages its suppliers to take a proactive approach and continually improve their own environmental performance, including, but not limited to, the significant issues identified in its supply chain:

### Water management and protection

Fruit d'Or encourages its suppliers to make efforts to preserve water and optimize its use, by adopting measures to reduce consumption and minimize the discharge of pollutants.

### Climate change and greenhouse gases

Fruit d'Or expects its suppliers to adopt measures to reduce GHG emissions related to their activities, and to adopt a transparent approach by disclosing their emissions. When technically and economically feasible, Fruit d'Or encourages its suppliers to use clean, renewable or low-carbon energy sources to limit their contribution to global warming.

### Industrial waste management

Suppliers must work to limit the amount of industrial waste sent to landfill by reducing, reusing, repurposing or recycling their waste. When this is not possible, they must ensure that their waste is disposed of at least within the existing local legal framework.

### Pollutant management

Suppliers must do everything in their power to limit the risk of pollution both on the production site and in the environment. Suppliers must identify hazardous materials, substances and chemicals, and ensure that they are handled, moved, stored, recycled, reused and disposed of safely.

### Preserving biodiversity and ecosystems

Fruit d'Or asks its suppliers to reduce the impact of their activities on biodiversity (animals, plants, micro-organisms) and the health of natural terrestrial and aquatic ecosystems (forests, rivers, wetlands, etc.). They must commit to not using raw materials from illegal exploitation.



## Supplier requirements

# 3. Business ethics and integrity

In all its business relationships, Fruit d'Or expects ethical and transparent behavior in line with its values. In addition, Fruit d'Or expects all its suppliers to act according to the highest standards of ethics and integrity by respecting the following rules of conduct:

### Conflicts of interest

Suppliers must exercise caution and due diligence to prevent any situation that may give rise to a conflict of interest with Fruit d'Or. They must promptly declare any perceived, potential or actual conflict of interest.

### Gifts, entertainment and hospitality

The exchanges of gifts, entertainment, and hospitality can be part of business activities if they are reasonable and entirely intended to maintain good business relations. However, they must in no way restrict the freedom of decision or choice of the parties involved. Suppliers may not offer gifts, entertainment or hospitality to Fruit d'Or or any Fruit d'Or employee with the intention of influencing the decisions of Fruit d'Or or that employee.

### Fair competition

Fruit d'Or requires all its suppliers to be committed to a free, fair and competitive market system, and to act in accordance with the letter and spirit of all applicable laws relating to antitrust, competition and trade practices.

### Bribery and corruption

No supplier may engage, directly or indirectly, in activities of corruption, fraud, money laundering, embezzlement or extortion, or in the payment of bribes or kickbacks, nor participate in any other form of corruption. No supplier may, directly or indirectly, obtain or receive an improper commercial advantage or anything of value in exchange for a commercial advantage. Each supplier must comply with all applicable anti-corruption laws.

### Confidentiality

Fruit d'Or requires its suppliers to never disclose to a third party any confidential information or trade secrets acquired in the course of dealings with Fruit d'Or, without Fruit d'Or's prior consent, unless such disclosure is required by applicable laws or court orders. Suppliers must use any confidential information or trade secrets solely within the scope of fulfilling their agreements with Fruit d'Or.

### Personal data protection

Suppliers must comply with all applicable laws and regulations regarding data protection when handling personal information about Fruit d'Or, including that of its employees and customers. Suppliers must immediately report any unauthorized access, use, disclosure, loss or theft of personal data.



# Application and monitoring

## Responsible for applying the Code of Conduct

Fruit d'Or vice presidents ensure the enforcement of the Code of Conduct by the suppliers with whom their department do business. The Corporate Director of Purchasing, the Director of Producer Relations and Agronomy, and the Sustainability Manager assist the Vice Presidents in the uniform application of the Code of Conduct and coordinate its implementation.

## Compliance monitoring

The Code of Conduct is an integral part of the business agreement that governs Fruit d'Or's relation with each of its suppliers. Fruit d'Or relies on a rigorous, collaborative and continuous improvement approach to ensure that this Code of Conduct is respected and applied with its suppliers.

To ensure compliance and application of the Code of Conduct, Fruit d'Or reserves the right to follow up with its direct and indirect suppliers, through a range of implementation tools:

- Supplier self-assessment using questionnaires
- Continuous improvement program
- Audit by Fruit d'Or or a third party

Supplier practices must be verifiable. The supplier must be able to provide Fruit d'Or, upon request, with documentation to demonstrate compliance with the Code of Conduct. Fruit d'Or expects cooperation and transparency during the compliance monitoring process. If the supplier encounters problems with the application of the Code of Conduct, Fruit d'Or expects the supplier to inform them.

## Non-compliance

In the event that Fruit d'Or becomes aware of any failure to comply with this Code of Conduct, Fruit d'Or reserves the right to require corrective actions. If a supplier fails to implement a corrective action or fails to comply with the Code of Conduct, Fruit d'Or may, at its sole discretion and without further obligation to suppliers, suspend or terminate, in whole or in part, its relationship with the supplier.

## Reports

To report any concerns or potential or actual transgressions related to this Code of Conduct, you may do so confidentially using the contact information below:

By mail, with the reference "confidential", to:  
Fruit d'Or, Executive Assistant, 306 QC-265, Villeroy, G0S 3K0 , Quebec, Canada

By email, to: [compliance@fruit-dor.ca](mailto:compliance@fruit-dor.ca)

## Contact

Contact your business contact person or our Sustainability Manager (igallant@fruit-dor.ca) if you have any questions about this Code of Conduct.