

Fairfood Code of Conduct

Introduction

With the help of this Code of Conduct, Fairfood International anchors its principal norms and values with regard to its employees (paid and unpaid), the Supervisory Board, and everyone else working on behalf of Fairfood. The Code of Conduct is meant as a guiding principle in daily practice. It concerns internal decision-making as well as the contact with external stakeholders. Furthermore, the Code of Conduct makes explicit what we expect from each other and what external stakeholders can expect from Fairfood International. The Code of Conduct reflects our vision and values and is in line with our strategic mission: "Fairfood uses a professional approach to optimise our results in order to fulfil our responsibilities in making brand products more sustainable. I believe that we can advance our profession, both individually and collectively, by embracing the Code of Conduct". (Frank van der Linde – Director Fairfood International).

Core Values

We demonstrate integrity

To us integrity means honesty, straightforwardness, and trustworthiness. We fulfil our commitments and conduct ourselves in a way that is in accordance with the mission and objectives of Fairfood. We are honest and sincere, i.e. we "practice what we preach".

People working on behalf of Fairfood, should bear in mind Fairfood's mission and objectives and are loyal to them. This applies to their conduct as employees within the organisation as well as in their personal lives. We display ethical behaviour at all times, keeping in mind the values and interests that are at stake. We also encourage each other to address one another in case of behaviour that is contrary to Fairfood's Core Values, regardless of our function within the organization. Our professional integrity also encompasses that we act in accordance with applicable and relevant laws, treaties, government regulations and statutes at both national and international level.

We respect human rights

To us respect means a dignified treatment of human beings.

We respect each individual's human rights and we do not commit violations against the human rights as defined by the Universal Declaration of Human Rights. In this respect we do not tolerate any kind of discrimination and/or intimidation. on the basis of any kind, such as race, colour, sex, language, religion, political or other opinion, sexual orientation, national or social origin, property, birth or other status. We honour people's privacy and their individual identity. We seek to learn from different ways of life and opinions. We believe that respect for human diversity flourishes in an environment of open debate.

We act sustainably

To us sustainability means the capacity to implement processes and activities without compromising the possibilities of future generations to fulfil their wants and needs. Sustainable conduct covers economic, social and ecological areas.

In our work, we strive for sustainable development founded on three pillars: economic performance, environmental stewardship and social responsibility. We are committed to achieving our sustainability objective of ensuring that our organisation grows consistently and responsibly and benefits those we serve, including employees and stakeholders globally while promoting the well-being of future generations. Hence, we act in a way that is sustainable for our organisation, society and natural environment.

We strive for high quality performance

Quality to us encompasses effectiveness, efficiency, professionalism, conformance to requirements and excellence.

We are constantly striving for excellence, alertness and cost-efficiency. We use high-quality performance to reach our objectives in an efficient and effective way with regard to the available time and resources. Through creativity and innovation we continuously improve our results. In our work we constantly seek to improve our competences, contribute to an inspiring and professional working environment in order to realise our objectives and goals.

We maintain reliability

For us reliability consists of informing our stakeholders of relevant information, and being transparent about our methods and general modes of operation. Stakeholders can expect that all information provided by Fairfood is truthful, reliable, accurate and complete.

We are transparent in our dealings with stakeholders. We strive for respectful, open and reliable relations with them. Furthermore, we provide information on our goals, activities and financial situation to various interested parties. We make sure that our actions and our motives are understandable and comprehensible.

We are accountable for our actions and take responsibility for our work. We are transparent and can be held accountable for our decisions, actions and all issues related to raising, using and accounting of funds as well as the use of resources. These should be in accordance with Fairfood's goals and objectives.

An 'organic document'

This Code of Conduct has been developed, as a joint effort between Fairfood's employees and is considered as an 'organic document'. All employees (paid and unpaid), the Supervisory Board, and everyone else working on behalf of Fairfood is expected to familiarize themselves with the Code of

Conduct, which they are asked to read when they enter employment. They all comply with the Code of Conduct and make an effort to act in accordance with its leading principles. From thereon it is everybody's individual responsibility to implement its general behavioural guideline correctly. Yet we also all have a joint responsibility to consult one another regarding the application of the Code of Conduct in everyday life. Fairfood considers its Code of Conduct to be something more than a collection of good intentions. Rather, the Code of Conduct should gain further substance through its day-to-day application. Providing critical evaluation is a collective task. In this respect, our director and management team have a special responsibility to, amongst other things, show role model behaviour, initiating improvements and assuring adherence to the Code of Conduct.