



## SUSTAINABLE PROCUREMENT POLICY

Sustainability is embedded across every function, including procurement. This policy explains how **ASPIS** integrate environmental and social considerations into procurement policies and practices.

We recognize that improving our procurement performance is an ongoing process and that our suppliers, both large and small, are important partners in our journey to become more sustainable.

We, at **ASPIS**, do not simply buy products and services from suppliers. We respect our suppliers, their corporate culture, their growth and their employees. The quality of the relations maintained with our suppliers, contributes to our long-term success and based on respect, trust and loyalty. We support the development of our suppliers through a process that includes constructive dialog and joint effort.

*The majority of our purchases are made with local suppliers who have been working with us for at least 10 years and in some cases for several decades.*

As we have a deep concern for sustainability issues, we want our suppliers to share the same values and expect them to meet the same standards for ethics, labor rights, health and safety, and environment that we set for ourselves.

Sustainability is one of the main criteria we use to assess our suppliers.

### **Our aims and objectives are to:**

- ✔ Minimize our environmental impact and encourage our suppliers to adopt practices that minimize their environmental impact and deliver community benefits in relation to their own operations and throughout the supply chains in which they operate
- ✔ Work in partnership with suppliers to achieve our common goals to produce sustainable food products
- ✔ Work with suppliers who adopt Good Agricultural Practices and control safety of their products
- ✔ Continually improve our Suppliers' evaluation program in order to achieve higher performance over time
- ✔ Operate ethically and in compliance with applicable laws
- ✔ Value employees, embrace diversity, and promote a fair and respectful workplace
- ✔ Provide a safe and healthy workplace and strive to reduce the environmental footprint of products and operations
- ✔ Be an asset to local communities by supporting local producers and suppliers,
- ✔ Deliver community benefits through education, healthcare, and basic human needs programs, as well as ongoing economic development



## SUSTAINABLE PROCUREMENT POLICY

### Supplier Code of Conduct

We expect our suppliers to ensure their practices are supportive of our approach. We expect to purchase goods and services that have been produced or are delivered with minimum impact on the environment and with due regard for social issues such as employment conditions and welfare. As a result, ASPIS reserves the right to refuse partnerships with suppliers that do not achieve (or are unable to provide evidence of an action plan to address) the following minimum standards for their operations, employees and supply chain, in accordance with International Labour Organization (ILO) conventions and other public sector commitments.

#### ASPIS Supplier Guiding Principles

##### **Compliance with Applicable Laws and Standards**

*We expect our suppliers to share our commitment to respect all human rights. Suppliers to ASPIS are required to meet the following standards, at a minimum, with respect to their operations as a whole:*

##### **Laws and Regulations**

*Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.*

##### **Child Labor**

*Supplier will comply with all applicable local and national child labor laws.*

##### **Forced Labor**

*Supplier will not use forced, bonded, prison, military or compulsory labor or any form of human trafficking.*

##### **Abuse of Labor**

*Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.*

##### **Freedom of Association and Collective Bargaining**

*Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.*

##### **Discrimination**

*Supplier will comply with all applicable local and national discrimination laws.*

##### **Wages and Benefits**

*Supplier will comply with all applicable local and national wages and benefits laws.*

##### **Work Hours & Overtime**

*Supplier will comply with all applicable local and national work hours and overtime laws.*



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### **Health & Safety**

*Supplier will comply with all applicable local and national health and safety laws.*

### **Environment**

*Supplier will comply with all applicable local and national environmental laws.*

### **Business Integrity**

*Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices*

### **Demonstration of Compliance**

*Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of our company.*

*If the eight Core Conventions of the International Labor Organization establish higher standards than local law, the ILO standards need to be met by the supplier. These minimum requirements are a part of our company's supplier assessment procedure and we expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles.*

*If a supplier fails to uphold any aspect of the SGP requirements, the supplier is expected to implement corrective actions. The Company reserves the right to terminate an agreement with any supplier that cannot demonstrate that they are upholding the SGP requirements.*