



Supplier Code of Conduct

ED&F Man's Standards of Business Conduct demonstrates our values and our commitment to conduct business with honesty and integrity, to follow the law, to make sure each employee and business partner is treated respectfully, and to hold ourselves accountable.

We view our suppliers as our partners and expect our suppliers to do the same. As a global commodity trading firm we understand that local customs, standards, conditions, and business practices may vary. Still, we believe that society and business are best served by responsible business behaviour and practices and for this reason our suppliers are an integrated part of our responsible business strategy.

This document explains the business standards and principles as rules of ethical behaviour for all our suppliers, and throughout their supply chains.

Environment

Supplier shall comply with all applicable environmental regulations and hold all required permits and licenses. Supplier shall operate in a responsible manner and be committed to the efficient use of raw materials, energy, water, and other natural resources while minimizing waste, emissions, and noise. Supplier shall operate practices that avoids deforestation, protects against conversion of natural and critical habitats, and preserves unique terrestrial and/or freshwater biodiversity.

Social

Supplier shall comply with the UN Universal Declaration of Human Rights and ILO core labour standards and conventions.

Supplier shall support and respect the protection of internationally proclaimed human rights. Employees shall not be required to surrender passports (or other legal documents) or pay a fee before commencing work.

Supplier shall not be causing, contributing, or associated with human rights abuses, modern slavery, or human trafficking. Employment shall be freely chosen (not forced, bonded, indentured, or other involuntary (prison) labour). Supplier shall not use child labour, shall not employ workers below the age of 15, and employment below 18 shall occur only in non-hazardous work not interfering with compulsory education.

Supplier shall comply with working time regulations and wage laws, including mandated benefits, and shall pay its staff at least minimum wages, including overtime.

Supplier shall allow freedom of association and the right to collective bargaining and shall operate a mechanism to report grievances.

The workplace shall be free from harsh and inhumane treatment, or the threat thereof, including (sexual) harassment, abuse, punishment, coercion, and discrimination, regardless of age, nationality, race, social or ethnic origin, colour, gender, gender identity or expression, marital status, sexual orientation, disability, medical history, pregnancy status, religion, political opinion, union affiliation or veteran status.

Supplier shall adhere to local health and safety laws, shall provide a safe and healthy workplace with access to potable water and sanitary facilities and, if applicable, safe and hygienic company-provided living quarters. Operations, processes, and equipment shall be safe, and the risks of accidents or injury shall be actively minimized.

The above social paragraphs shall apply to all labour, whether under contract, seasonal or migrant.

Where applicable, supplier shall operate responsible land tenure governance, respect the legal and customary land rights of local and indigenous populations, and obtain Free, Prior and Informed Consent (FPIC) from such groups for the use of their land.

Governance

In providing products and/or services to ED&F Man, supplier shall comply with all applicable laws and regulations to ensure a legal operation. All its employees are expected to adhere to these, and management is responsible for ensuring compliance.

Supplier shall operate ethically, in compliance with antitrust laws and applicable sanction regimes, and shall not be engaged in bribery, corruption, money laundering or other fraudulent practices.

By signing below, it is confirmed that supplier complies with above environment, social and governance principles and has in place internal management processes and controls to ensure compliance. ED&F Man reserves the right to - themselves or via independent third parties - verify compliance at any time.

Supplier: _____

Date: _____

Completed By: _____

Signature: _____

Return to: csr@edfman.com