



Vitasoy International Holdings Limited

# Supplier Responsibility Principles

16 Jun 2023

## Supplier Responsibility Principles for Vitasoy Group

The Vitasoy Group's supply chain encompasses a wide-range of business partners, including material, product and service providers. At Vitasoy, we recognise the significance of effective supply chain management practices in driving positive environmental stewardship, creating well-being and cultivating effective business practices.

We created these Supplier Responsibility Principles (the "Principles") to provide clear guidance on our minimum expectations towards our Suppliers on the adoption of international common practices in the areas of environmental, ethical and social responsibility.

We expect our suppliers to, at all times, conduct their business to the highest standards of ethical conduct, upholding responsible and transparent practices. Our supplier principles for professional conduct require that suppliers must ensure operations are in full compliance with all applicable legislation by having policies and procedures in place (e.g., Code of Conduct). In particular Suppliers must not engage in any form of corruption or bribery.

Vitasoy has also aimed to align the Principles with the values and guidelines set forth in a number of international charters including the Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization (ILO).

Details of the Principles are as follows:

### **A. Working Conditions**

To protect the rights and dignity of employees, we require our suppliers and procure their subcontractors to abide by the following:

1. Set wage levels and pension contributions as well as other social benefits that are compliant with applicable local legislations and ensure timely payment. In the absence of applicable local legislations, suppliers are encouraged to be in alignment with prevailing market standards.
2. Establish reasonable working hours and over-time working compensation that are compliant with all relevant regulations. Any over-time work is to be non-obligatory and compensated accordingly.
3. Prohibit all forms of forced labour, which means employees perform any work or service involuntarily due to restriction on personal freedom or punishment and threat on physical or mental state, including but not limited to forced, bonded, or compulsory labour.
4. Entitle all employees the right to cease their employment upon provision of reasonable notice.
5. Prohibit demand of any money deposits or the withholding of identity papers from employees.
6. Prohibit the employment of child labour. Where permitted by applicable legislation, suppliers may employ workers between the age of 14 and 18 under strict conditions that consider the employee's personal development, safety, education and health.<sup>1</sup> If there is a stricter standard on working age and education age from local legislations, suppliers should follow them.
7. Provide workers with a safe and hygienic work environment.
8. Adopt and communicate safety and health policies and guidelines to reduce injury and occupational diseases.
9. Provide training to employees regarding workplace safety and health.

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<sup>1</sup> In the absence of applicable minimum working age legislation, Vitasoy's definition of a minimum working age is consistent with ILO Minimum Age Convention No. 138 which specifies that the basic minimum age for developing countries is 14 years old.

10. Provide equal opportunities to potential (e.g., interviewee) and current employees and eliminate all forms of discrimination including discrimination based on race, religion, gender, sexual orientation, disability, ethnicity, age, family status, and other forms of discrimination as prohibited under the local law.
11. Provide appropriate channels and resources for employees to seek help and advise them on labour-related issues.

## **B. Environmental Protection**

We encourage our suppliers to consider and minimise environmental impacts throughout their operations and those associated with their products. As a guide in these initiatives, we have set out the following objectives:

1. Suppliers should take action to minimise environmental risks and direct impacts from their operations through the implementation of suitable environmental policies and sound environmental management systems.
2. Streamline manufacturing processes to achieve greater efficiency in the consumption of energy, water, and raw materials.
3. Minimise and mitigate the release of harmful emissions (including GHGs), discharge, or waste, associated with the manufacture, use, and end-of-life stages of any produced goods or machinery.
4. Reduce, recycle, and reuse waste where possible. We also expect that our suppliers take the necessary precautions in hazardous waste disposal. Particular consideration on the reduction of waste due to expired products at the end-of-life stage should be taken.
5. We expect our suppliers to avoid the procurement of materials that, directly or indirectly, contribute to deforestation or biodiversity and ecosystem loss.
6. We encourage our suppliers procure from sustainably managed forest sources where possible.
7. We encourage suppliers to adopt systems that minimise post-harvest losses / food waste resulting from production. In the event of the generation of such waste, suppliers should adopt appropriate management systems to reduce the environmental impacts of disposal.
8. In addition to the previously listed principles, Vitasoy encourages agricultural suppliers to:
  - a. Implement systems including irrigation systems that effectively maximise water use efficiency and minimise production impacts.
  - b. Follow all applicable regulations and product labels for safe and proper use of mineral fertilisers and agro-chemicals.
  - c. Adopt comprehensive soil management techniques to prevent land contamination, erosion, degradation and reduce runoff.

**Vitasoy encourages that suppliers consider their own supply chains in turn, disseminating messages and good practices as outlined in this code.**

*Vitasoy International Holdings Limited reserves the right to review and adjust contents enshrined in the Principles at any time with prior notice. The Principles shall be subject to review every three years by Senior Management.*

On behalf of \_\_\_\_\_ (“the Company”), I acknowledge that I have read and understood the contents of the Principles, and shall assist the Company in striving to operate in line with these principles.

**Signature:** \_\_\_\_\_

**Company Chop:** \_\_\_\_\_