



## Supplier Code of Conduct

The Mindful Chef Supplier Code of Conduct defines standards for fair, safe and healthy working conditions and environmental responsibility throughout the supply chain. All suppliers must commit to our Code of Conduct.

We seek suppliers committed to continuous improvement who are moving forward on their sustainability journey. Mindful Chef expects all suppliers to make improvements when any of these Code standards are not met.

Mindful Chef's mission is to supply ethically and sustainably sourced food, empower people to live healthier lives, whilst using business to educate and help reduce its impact on the environment. Mindful Chef also seeks to exercise the best possible practises for the respectful and ethical treatment of workers promote conditions in which workers earn fair wages in safe workplaces.

### Purpose

Mindful Chef upholds the highest levels of ethics and integrity in its affairs. The Supplier Code of Conduct has been put in place to set forth basic standards of ethical behaviour. This code serves as a general guide and when confronted with ethically ambiguous situations, a supplier should keep in mind Mindful Chef's commitment to the highest ethical standards and seek advice from appropriate sources so as to ensure that this commitment is honored at all times.

### Ethical Standards

#### Transparency & Traceability

Mindful Chef and its suppliers are jointly responsible for ensuring social and environmental responsibility and the integrity of our product content claims from the farm through to the finished box that ends up in peoples homes. Mindful Chef's reputation and transparency with customers is one of its most valuable assets. Persons or companies that do business with Mindful Chef are expected to carry out their business with Mindful Chef with professionalism and comply with our high standards of honesty, integrity and fairness.

#### Employment Standards

Suppliers will maintain fair and non-discriminatory work environments where all employees are treated with respect and dignity and in a manner that comports not only with workplace practises but also with Mindful Chef's high ethical standards in respect of its business practises, including employment. Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse or to monetary fines or embarrassing acts as a disciplinary measure.

There shall be no use of forced labor, including prison, indentured, bonded, slave or other forms of forced labor. Acts of human trafficking are also prohibited.





### **Confidentiality**

Suppliers must maintain the confidentiality of confidential information entrusted to them. Confidential information includes all non-public information that might be of use to competitors or other third parties or harmful to Mindful Chef if disclosed. This also includes all information that third parties have entrusted to Mindful Chef. The obligation to preserve confidential information continues even after a supplier's business relationship with Mindful Chef ends.

### **Compliance with Laws, Rules and Regulations**

In conducting business with Mindful Chef suppliers must comply with applicable laws, rules and regulations at all levels of government in the United Kingdom.

### **Timely and Truthful Reporting**

Suppliers involved in the preparation of financial, sales or payment reports submitted to Mindful Chef are required to make disclosures that are full, fair, accurate, timely, and understandable. They may not knowingly conceal or falsify information, misrepresent material facts, or omit material facts necessary to avoid misleading the authorities or Mindful Chef. The same standards apply to other public communications made by the supplier which reference Mindful Chef.

### **Environmental Responsibility**

Suppliers are responsible for disclosing, managing, measuring and minimizing the environmental impact of their facilities. Specific focus areas include air emissions, waste reduction, dangerous chemicals, recovery and management, water use and disposal, and greenhouse gas emissions. We aim to work with those who share our beliefs and values and will look for alternative solutions should suppliers be unable or ultimately unwilling to comply with our high standards. Every year we will push for higher social and environmental standards.

### **Animal Welfare**

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practises towards animals based on best available technology and standards.

