

# Morning Foods Code of Business Principles

Morning Foods wants to be confident that the people who make, grow or sell our products are not being exploited or exposed to infringements on their human rights. Recognising that there are differences in laws, customs, and economic conditions that affect business practices around the world, we believe that shared values should serve as the foundation for relationships between Morning Foods, all who work here, and our suppliers.

These principles communicate our Code of Business Principles and expectations. We emphasise the importance of responsible workplace policies and practices that comply, at a minimum, with applicable environmental laws and with local labour laws and regulations. The principles outlined below reflect the values we uphold in our own policies, and we expect our direct suppliers to follow the spirit and intent of these guiding principles.

## **Prohibit Child Labour**

Adhere to minimum age provisions of applicable laws and regulations. Prohibit Forced Labour and Abuse of Labour. Prohibit physical abuse of employees and prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour or any form of human trafficking

## **Eliminate Discrimination**

Maintain workplaces that are free from discrimination or physical or verbal harassment. The basis for recruitment, hiring, placement, training, compensation, and advancement should be qualifications, performance, skills and experience

## **Work and Wages**

Compensate employees relative to the industry and local labour market. Operate in full compliance with applicable wage, work hours, overtime and benefits laws, and offer employees opportunities to develop their skills and capabilities, and provide advancement opportunities where possible.

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

Respect employees' right to join, form, or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives.

## **Provide a Safe and Healthy Workplace**

Provide a secure, safe and healthy workplace. Maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.

## **Protect the Environment**

Conduct business in ways which protect and preserve the environment. Meet applicable environmental laws, rules, and regulations.

## **Business Integrity**

Conduct business with integrity, respecting relevant laws and avoiding bribes and fraudulent practices

## **Grievance Procedure and Remedy**

Provide workers with a mechanism to express grievances without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.

## **Management Systems**

Have appropriate and effective systems in place to control actions ensuring lawful compliance and respect for all human rights.

## Reporting on Breaches

Any failure to comply with this Policy (including any failure by a worker of Morning Foods or anyone acting on behalf of Morning Foods) should be reported as soon as possible.

We strongly support a culture of speaking up without fear of retaliation against those who report actual or suspected breaches.

Suppliers, their employees, workers or contractors may report actual or suspected breaches of this RSP to Morning Foods by phone or online. Reports can be submitted confidentially and anonymously. For more information, see your Staff Handbook and/or email [concern@morningfoods.com](mailto:concern@morningfoods.com)

Morning Foods will investigate any concern raised, instigate corrective actions and implementation plans and timeline to effectively and promptly resolve any breaches.

## Appendix

The following principles, standards and conventions were used in preparing these Business Principles and may be a useful source of additional information:

- United Nations Sustainable Development Goals: <https://sustainabledevelopment.un.org/sdgs>
- Ethical Trading Initiative: [www.ethicaltrade.org](http://www.ethicaltrade.org)
- International Labour Organization: [www.ilo.org](http://www.ilo.org) with specific reference to ILO Conventions on: freedom of association and collective bargaining / hours of work / Minimum Age / the Worst Forms of Child Labour / Forced Labour / Abolition of Forced Labour / Equal Remuneration / Discrimination (Employment and Occupation)
- Business Principles for Countering Bribery produced by Transparency International: [www.transparency.org](http://www.transparency.org)
- International Chamber of Commerce anti-corruption guide for SMEs: <http://www.iccwbo.org/Data/Policies/2015/ICC-Anti-corruption-Third-Party-Due-Diligence-A-Guide-for-Small-and-Medium-sized-Enterprises>

For any questions, please email [concern@morningfoods.com](mailto:concern@morningfoods.com)