

Morning Foods Supplier Guiding Principles (SGP)

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 and its suppliers.

These Supplier Guiding 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. All Suppliers must be able to demonstrate compliance with the Supplier Guiding Principles upon request

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) of which the supplier is aware should be reported to Morning Foods as soon as possible. Failure to do so will be a breach of this SGP.

We strongly support a culture of speaking up for both suppliers and their workers 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 (where permitted by law). For more information, email concern@morningfoods.com

Morning Foods will investigate any concern raised and discuss findings with the supplier. The supplier shall assist with any such investigation and provide access to any information reasonably requested.

If remediation is required, the supplier will devise and inform Morning Foods of their corrective action and implementation plans and timeline to effectively and promptly resolve the breach.

Appendix

The following principles, standards and conventions were used in preparing these Supplier Guiding 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
- International Labour Organization: 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
- 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>

NOTE: These Supplier Guiding Principles supersede and replace the previous Responsible Sourcing Policy and the previous Supplier Code. For any questions, please email concern@morningfoods.com