

BARTEK INGREDIENTS CODE OF CONDUCT SUPPLIER CODE OF CONDUCT

Bartek Ingredients Inc. is committed to our Social Responsibility Policy. We expect our partners and suppliers to uphold similar values and standards on Labour, Environment, Health and Safety, and Business Ethics as detailed below:

Labour

Supplier shall not use, engage in or support child labour. Supplier shall not use, engage in or support forced or compulsory labour including bonded, slavery and human trafficking practices. Your labour force, including but not limited to employees and contract labour, must meet the minimum age required by law.

Supplier must provide appropriate wages, benefits and working hours to all employees, according to applicable laws. Supplier respects the right of their employees to freedom of association and has an employee grievance process.

Supplier shall provide fair treatment to employees and create a work environment free from mental or physical coercion. Supplier shall not discriminate based on nationality, race, religion, gender, age, sexual orientation, disability, political opinion or any other form of discrimination prohibited by law.

Environment

Supplier operates in accordance with environmental laws and regulations. Supplier maintains a commitment to continuously reduce their carbon footprint by operating in a socially responsible and accountable manner.

Health and Safety

Supplier provides safe and healthy working conditions for all employees and has in place programs to prevent and control exposure to workplace hazards. Supplier will provide occupational health and safety training to all relevant employees. Supplier shall not discipline any employee for raising safety concerns and acknowledges the employees right to refuse unsafe working conditions, without fear of reprisal, until management adequately addresses their concerns.

Business Ethics

Supplier complies with all local laws and regulations and refrains from any form of corruption. Supplier commits to conduct all business with integrity and ensures that all business transactions with Bartek Ingredients Inc. are accurately and completely recorded, guaranteeing fiscal and legal compliance.