



## SUPPLIER CODE OF CONDUCT

Perfection Fresh views its suppliers as aligned partners and care about the way our suppliers do business.

This Supplier Code of Conduct (“Code”) sets out the minimum standards of behaviour that Perfection Fresh Group expects its suppliers to meet in the areas of labour and human rights, health and safety, sustainability, business integrity, privacy and supplier diversity.

Perfection Fresh’s purpose is to inspire a healthier world by connecting people to sustainable fresh food. This will encourage people to lead healthy, happier, longer lives. We recognise the direct link between the health of society and the health of our planet. We are committed to engaging millions of people around the world in health and wellbeing thanks to leading the fresh food revolution, while seeking positive impact on the environment and our communities. We live by Perfection’s values which means caring for our customers over the long term, building trust and strong relationships with our growers and their communities – and protecting our colleagues, partners and Perfection Fresh’s reputation.

Perfection Fresh expects its’ suppliers to read, understand and ensure that their business and supply chain meet these standards. Suppliers must communicate this Code to their related entities, suppliers and sub-contractors who support them in supplying Perfection Fresh, so that they are aware of, understand and comply with this Code.

Suppliers’ ability to meet or exceed standards detailed in this Code will be considered by Perfection Fresh when making procurement decisions. This will happen regardless of whether the Code has been formally incorporated into a contract with the supplier. Where Perfection Fresh procurement contracts set out specific social, environmental and/or ethical requirements, this Code supplements those provisions.

By supplier, Perfection Fresh means any entity that supplies goods or services to Perfection Fresh Group or its related companies anywhere in the world. Where this Code refers to workers, this includes employees, contractors, agency, migrant, seasonal workers, student and temporary staff of the supplier and its related entities.

### Comply with Laws

Suppliers must comply with the law in the countries where they operate.

### Labour and Human rights

At Perfection Fresh, we respect and support human rights. We expect suppliers to respect and support the protection of human rights of workers, as well as individuals and communities affected by their activities.

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### **Non-discrimination**

Suppliers must not engage in or support discrimination in hiring and employment practices, including on the grounds of gender, age, religion, race, cultural background, disability, physical features, marital relationship status, sexual orientation, gender identity and expression, pregnancy or potential pregnancy, family responsibilities, political beliefs, industrial activity, union membership, irrelevant criminal records, nor personal association with a person who possess or is thought to possess any of these attributes.

### **Bullying, Harassment and Disciplinary Practices**

Suppliers must not use violence, threats of violence or other forms of physical coercion or harassment, corporal punishment, mental, physical or verbal abuse, sexual harassment or sexual abuse, and harsh or inhumane treatment are prohibited.

### **Freedom of Association**

Suppliers must respect workers freedom of association, recognise and protect their right to collective bargaining and to form, and administer workers organisations.

Suppliers must protect against acts of interference with the establishment, function or administration of workers organisation in accordance with applicable laws. Where the right to freedom of association and collective bargaining are restricted under the law, the company shall allow workers to freely elect their own representatives.

### **Wages and Benefits**

Suppliers must comply with applicable laws relating to wages, superannuation and benefits (including minimum wages, overtime pay and piece rates). Suppliers must not use deductions from wages as a disciplinary measure and must pay workers on time.

### **Working hours**

Suppliers must not require workers to exceed prevailing local work hours. In line with the International Labour Organisation (ILO) standards, workers shall not be required to work more than 60 hours per week (including overtime), except in extraordinary business circumstances with their consent. Employees should be allowed at least one day off per seven-day week.

### **Forced or compulsory Labour**

Slavery and trafficking are more than just a crime: it is a crime against people and is responsible for untold misery and suffering. Perfection Fresh therefore continues to be strongly committed to combating the real and growing problem of modern slavery and trafficking. We recognise it can affect any sector or industry and we take seriously our responsibility to be alert to the risks in our business and

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in our wider supply chain. We expect our people and our suppliers to share our commitment to help ensure modern day slavery and trafficking do not exist in our business or supply chains.

For example, suppliers must not use any form of forced, bonded, compulsory labour, slavery or human trafficking. Suppliers must not require workers to surrender any government issued identification, passport or work permit or other personal document as a condition of employment. In addition, workers shall not be required to pay employers' or their agents' recruitment or any other fee for their employment.

### **Child and Underage Labour**

Child labour is strictly prohibited. The minimum age for employment or work is the higher of 15 years of age, the minimum age for employment in the relevant country or the age for completing compulsory education in the relevant country. This Code does not prohibit participation in the workplace apprenticeship programs or light work as defined by the International Labour Organisation. Children under the age of 18 shall not be employed for any hazardous work or work that is inconsistent with their individual development.

### **Health and Safety**

At Perfection Fresh, no job is so important or urgent that it cannot be done safely. Our suppliers play a significant role in our business and our commitment to keep each other, our workers, customers and the public safe.

Suppliers must identify and comply with relevant workplace and product, health and safety laws and ensure their workers understand and follow health and safety policies, standards and procedures that apply to their work.

Suppliers must provide a safe and healthy workplace and care for their workers and anyone that could be impacted by their activities by:

- taking responsible steps to identify workplace hazards and minimise the risk of workplace injury, illness and disease for workers;
- providing appropriate equipment, resources, instruction, education and training for workers to safely carry out their duties, including personal protective wear;
- engaging with workers, customers, members of the community, and Perfection Fresh to manage health and safety risks;
- implementing effective systems to ensure products and service delivery meet relevant standards and legislative requirements, and safety considerations are considered throughout the product lifecycle;
- ensuring facilities and amenities for workers (including any accommodation provided) are clean, safe and meets their basic needs. Basic needs include providing ready access to clean toilet facilities, potable water, and where accommodation is provided, hot water for bathing,

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adequate heating and ventilation, reasonable personal space and reasonable permission to enter and exit facilities;

- monitoring the health of workers and the condition at the workplace for preventing illness or injury of workers arising from the supplier’s business activities; and supporting workers to raise health and safety issues or concerns without fear of disciplinary action, dismissal or discrimination. Suppliers must prepare for and respond to, manage and report workplace incidents;
- injuries and emergencies, providing medical assistance to impacted parties as required. Suppliers must have systems, training and emergency equipment in place to effectively respond to and manage incidents and emergencies.

### **Sustainability considerations**

Suppliers must minimise the adverse environmental impacts of their operations, products and services. We expect suppliers to implement an environmental management system in line with local standards.

### **Environmental laws, permits and reporting**

Suppliers shall comply with applicable environmental laws, standards and notices from regulators. Suppliers shall obtain, maintain, keep current and comply with necessary local environmental permits, approvals and registrations.

### **Product Stewardship content**

A supplier shall deliver electrical or electronic equipment in line with relevant regulation in the regions of operations and of intended equipment use. Suppliers shall develop products or services that achieve improved environmental performance across the whole lifecycle including low energy consumption, water usage reduction initiatives, delivering emission reduction and product reuse or recycling.

### **Pollution Prevention and Resource Efficiency**

Suppliers must identify, monitor, minimise and treat hazardous pollutants released to air, water and soil. This includes management of wastewater such as discharges and spills entering storm drains and release of air emissions such as volatile organic compounds, chemicals with ozone depleting potential, particulates and combustion by-products. Suppliers shall work to reduce the use of raw materials and resources in their operation, as well as the elimination, substitution, re-use and recycling of materials and solid waste. Packaging supplied to Perfection Fresh shall be sustainably sourced, made from recycled content and recyclable where possible.

### **Business integrity**

At Perfection Fresh, we act with honesty and integrity and don’t make or receive improper payments, benefits or gains. Suppliers must act ethically and be honest, transparent and trustworthy in all their dealings with others.

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Suppliers must conduct their business in full compliance with consumer and fair competition laws, and disclose information regarding business activities, structure, financial situation and performance in accordance with applicable laws.

Suppliers must comply with all applicable laws and regulations relating to export sanctions, re-export, import and trade controls (including laws and regimes enacted by Australia, the UN, the US, and the EU).

### **Bribery and Corruption**

Suppliers must comply with applicable anti-bribery and anti-corruption laws and must have adequate policies and procedures in place to monitor compliance with such laws.

Perfection Fresh strictly prohibits bribes, pay offs, 'facilitation payments' (payments to speed up routine action), secret, unjustified or inflated commissions, kickbacks and any like payments or improper benefits, whether directly or indirectly, no matter how large or small in value. This includes payments to and from any person (including public officials, foreign officials, foreign political parties or candidate for foreign political office) for assisting a party to obtain or retain business for or with, or to direct business to any person. This applies even if it is legal or common practice in a country.

### **Diversity**

Perfection Fresh is committed to be a diverse and inclusive company and achieving greater diversity in our supply chain. At Perfection Fresh diversity means, difference in all its forms both visible and not visible and includes differences that relates to gender, age, cultural background, disability, religion and sexual orientation, as well as differences in background and life experience, and interpersonal and problem-solving skills, in line with this Perfection Fresh prefers suppliers who promote diversity in their supply chain including:

- those who publicly commit to indigenous procurement targets or engage with social enterprises and minority owned organisation in the delivery of goods and services;
- those with strong female gender representation, improve gender equality, actively promote women and seek to address overrepresentation of women in departures and gender pay equity gaps; and
- those that initiate procurement activities aimed at improving the lives of people with disability or who are disadvantaged.

### **Effective Management**

Suppliers should develop, maintain and implement policies consistent with the Code and maintain appropriate management systems and documentation to demonstrate compliance with the Code.

Suppliers must provide workers, their suppliers, and members of the community in which they operate or provide services, with a confidential means to report violations of this Code.

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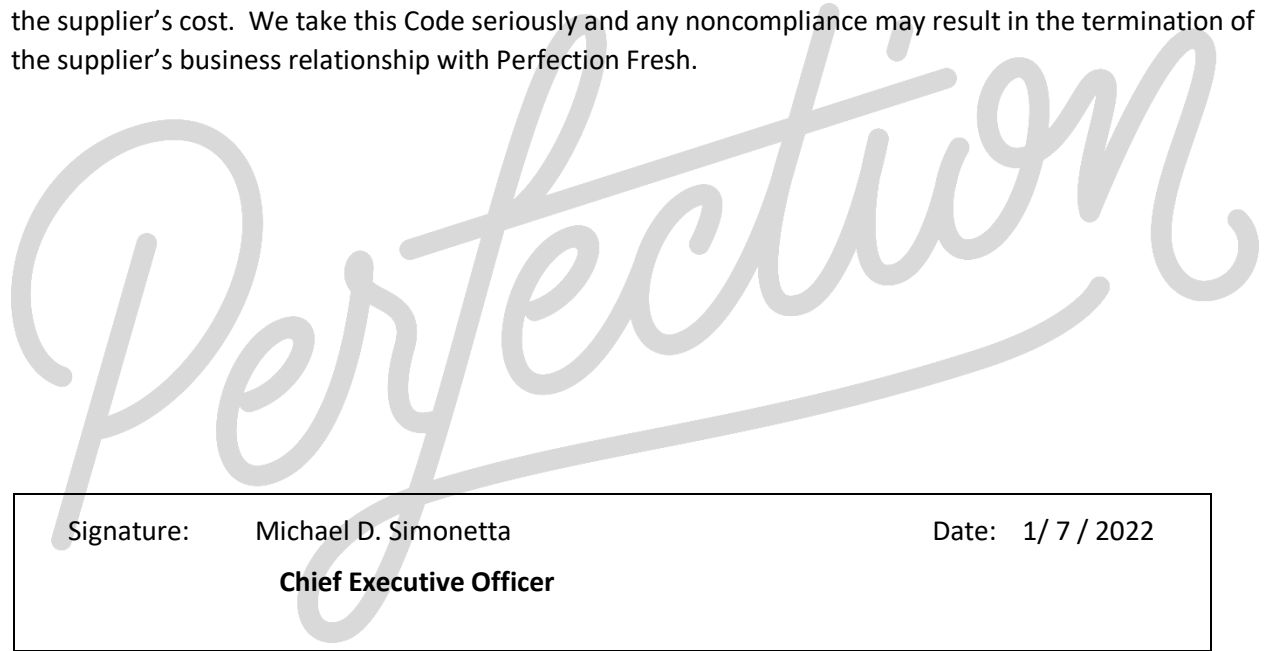


**Enforcement provisions**

Perfection Fresh may at any time review or audit a supplier’s compliance with this Code. In such event the supplier should co-operate by providing information, documents and access to staff, as Perfection Fresh reasonably requires.

If a supplier becomes aware of a reasonable risk of a breach of this Code, the supplier must notify Perfection Fresh as soon as practicable. Any identified deficiencies must be corrected on a timely basis as directed by Perfection Fresh.

Where Perfection Fresh has reasonable grounds to suspect a breach of this Code by a supplier, Perfection Fresh may require the supplier to take additional steps which may include the provision of additional information, or in serious cases, submit to an independent audit at the supplier’s premises at the supplier’s cost. We take this Code seriously and any noncompliance may result in the termination of the supplier’s business relationship with Perfection Fresh.



Signature:	Michael D. Simonetta	Date:	1/7/2022
	<b>Chief Executive Officer</b>		

**This document is identified as HRM-CP-017 Suppliers Code of Conduct. A new version will be issued whenever significant changes occur.**

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