

## **Golden State Foods Business Partner Code of Conduct**

Golden State Foods (“GSF”) is a values-based company that sets the Gold Standard in global food services. We are committed to providing our customers with superior quality, innovation, and service in manufacturing and distribution and in being a good corporate citizen as we do that.

We can achieve our goals only by working closely with our suppliers and other business partners.

Our Business Partner Code of Conduct explains how we expect our business partners (each a “Business Partner”) to work with us – ethically and in compliance with applicable laws. When selecting our Business Partners and extending an existing business relationship, we consider the expectations this Business Partner Code of Conduct imposes.

### **Our Values**

#### **1. Follow the Law**

As a responsible company, we expect our Business Partners to share our commitment to:

- Know and follow laws that apply to them and their business.
- Treat legal requirements as a minimum standard.
- Inform GSF of any material issues with the goods and services they supply – especially health and safety issues.
- Work with their own suppliers to promote business conduct consistent with the principles in this Business Partner Code of Conduct and in compliance with applicable laws.

#### **2. Maintain the Highest Standards**

We expect our Business Partners to:

- Compete fairly and ethically for GSF’s business.
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with GSF’s business.
- Avoid any conflict of interest with our associates that may be considered inappropriate.

#### **3. Keep Accurate and Honest Business Records**

We expect our Business Partners to:

- Maintain books and records that reflect all transactions in an accurate, honest, and timely way.
- Adhere to appropriate quality audit and compliance processes for matters such as food safety, worker health and safety, and labor and employment.
- Disclose, on request, the location of facilities and known origins of materials to enable traceability.

#### **4. Treat Others Like You Want to Be Treated**

When Business Partners visit our sites, we expect them to adhere to this Business Partner Code of Conduct, act professionally at all times, and:

- Treat our associates with courtesy and respect and not engage in any form of harassment (including sexual harassment), bullying, or abusive behavior.
- Avoid disruptive behavior that could hinder productivity or safety.
- Follow safety protocols and guidelines our associates provide.

We expect our Business Partners to:

- Conduct their business activities in a way that promotes and protects the health and safety of those whose lives they impact.
- Treat all workers with dignity and respect and provide a physically and emotionally safe and inclusive working environment.
- Comply with laws prohibiting discrimination in hiring and employment practices on the basis of race, color, creed, religion, sex or gender, national origin, citizenship, ancestry, age, medical condition, genetic information, marital status, physical or mental disability, military service and veteran status, gender identity or gender expression or sexual orientation, and any other classification protected by applicable law.
- Provide fair and equitable pay.
- Comply with applicable working hours laws, including overtime hours.
- Act to eliminate any form of forced labor – including child labor – from their operations and supply chains.
- Respect land resources.

## **5. Protect GSF’s Reputation, Information, and Assets**

We expect our Business Partners to:

- Protect GSF’s confidential information to which they have access, including its intellectual property, trade secrets, or financial information.
- Safeguard GSF’s property while under their control.
- Avoid situations that may negatively affect GSF’s business interests or reputation and maintain strict standards to promote food safety.

## **6. Be a Responsible Global Citizen**

We expect our Business Partners to:

- Reduce the environmental impact of their business through efforts such as reducing greenhouse gas emissions and waste and using resources efficiently.
- Take guidance from international standards, conventions, and declarations, including the United Nations Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises.
- Provide their stakeholders access to avenues for reporting concerns confidentially and without fear of retaliation.
- Upon request, provide evidence of their compliance with the requirements of our Business Partner Code of Conduct.

## **Compliance with this Business Partner Code of Conduct: Investigations and Corrective Actions**

It is our goal to build trust-based relationships with ethical suppliers and business partners who comply with this Business Partner Code of Conduct. We expect our Business Partners to fully cooperate with our reasonable requests for data, information, certifications, and audit access to verify compliance and to obtain assurances that their own business partners and producers uphold these principles.

This Business Partner Code of Conduct sets forth the minimum requirements to be a GSF Business Partner. We encourage our Business Partners to have due diligence and management systems in place to maintain these minimum requirements. By working closely with our Business Partners, we believe we can achieve mutual success while helping our communities.

## **Reporting Concerns**

If you see or suspect any conduct you believe could violate our Business Partner Code of Conduct, please contact GSF directly. You may report a concern or get help by:

- Contacting your GSF representative; or
- Contacting our Speak Up ethics helpline at [goldenstatefoods.ethicspoint.com](https://goldenstatefoods.ethicspoint.com).

Contacting us quickly helps to prevent and correct problems. We handle all reports promptly, fairly, and as confidentially as possible.

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### ACCEPTANCE & AGREEMENT TO GOLDEN STATE FOODS' BUSINESS PARTNER CODE OF CONDUCT

I am authorized to obligate, and do hereby obligate, the Business Partner indicated here to abide by the terms of Golden State Foods's Business Partner Code of Conduct.

ACCEPTED AND AGREED TO ON BEHALF OF:

\_\_\_\_\_  
Business Partner

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name of Authorized Signer

\_\_\_\_\_  
Title of Authorized Signer

\_\_\_\_\_  
Date