

CORVAL GROUP



ETHICAL TRADING STANDARDS

Corval Group and its related entities (together, 'Corval Group' or the 'Company') is committed to sourcing products and services in a sustainable and ethical manner. We believe that respect for human rights and moral integrity are fundamental requirements of doing business.

These Ethical Trading Standards ('Standards') set out the minimum standards of behaviour that Corval Group requires of itself and its suppliers to meet in the areas of compliance, labour and human rights, modern slavery, animal welfare and environment protection.

Standard Requirements

Suppliers may be asked to complete the Company's self-assessment Ethical Practices Questionnaire and/or the Ethical Practices Declaration, in accordance with the Company's Ethical Sourcing Program. The Company, where it has reasonable cause and/or at its discretion, may require an independent audit of compliance with these Standards.

LEGAL

Corval Group and its suppliers must fully comply with all local laws and regulations regarding labour, health & safety and the environment. Corval Group and its suppliers must also fully comply with the legal requirements of the countries in which they operate in addition to these Ethical Trading Standards.

Corval Group and its suppliers must have adequate policies and processes in place for properly managing any of their own suppliers and subcontractors, to ensure that their suppliers and sub-contractors operate in accordance with applicable law, regulations, so far as it is reasonable and practical to do so.

LABOUR

Modern Slavery

Corval Group and its suppliers must comply with all applicable laws and regulations in force and should be committed to human rights as outlined in the 2011 United Nations Guiding Principles on Business and Human Rights and in the rules of conduct stated in fundamental Conventions of the International Labour Organisation (ILO) – being specifically:

	Convention Number
Freedom of association	C87 and C98
Abolition of forced labour	C29 and C105
Equality	C111 and C100
Effective abolition of Child Labour	C138 and C182

Corval Group and its suppliers must not use any type of forced, bonded, involuntary, indentured or illegal labour, which includes (without limitation):

- work provided by any person under the threat of penalty;
- work provided without compensation other than the repayment of a debt;
- forbidding workers from leaving employment at their discretion;

- controlling any identity papers or money deposits from workers;

Corval Group and its suppliers must not use any type of child labour in any circumstance. Child labour is defined as work that deprives children of their childhood, the opportunity to attend school and fulfil their potential, or that is harmful to their physical and mental development.

Corval Group and its suppliers must be able to verify the age of all workers to ensure no child labour is used and ensure that all of their workers are aged above the minimum legal working age in the relevant country, and in any instance no younger than 15 years of age.

Corval Group and its suppliers will use best endeavours to educate their workers, in particular senior managers, to recognise and report any potential suspicious activity that may indicate breaches of human rights in their own operations and, so far as is reasonable and practical to do so, their supply chains.

Where any Corval Group entity or supplier(s) become aware of any modern slavery practices within their own operations or within their supply chains, it must immediately act upon this information and notify the Company of the occurrence and the actions they have taken to remedy.

Remuneration

Corval Group and its suppliers acknowledge that the cost of recruitment is a business cost and that no fee or cost of recruitment must be charged to their workers by them or their related companies, directly or indirectly in whole or in part. If any worker-paid recruitment fees are discovered, the supplier agrees to immediately reimburse the worker concerned.

Corval Group and its suppliers must also ensure that:

- Their workers are remunerated in compliance with applicable laws (including wages, overtime payment and benefits);
- All workers are provided with written and understandable information about their employment conditions in respect to wages and benefits, before they enter employment;
- Records that are kept in relation to hours worked are accurate, complete and transparent at all times;
- Overtime is voluntary and compensated as prescribed by local laws;
- Workers are paid in a timely manner;
- Deductions from workers' wages are only made with the express written permission of the worker concerned.

NON-DISCRIMINATION

In their hiring and employment policies and practices, Corval Group and its suppliers must take all reasonable and practical steps to avoid all discrimination, including on the grounds of gender, age, religion, ethnicity, race, disability, relationship status, sexual orientation, gender identity or political beliefs.

WORKER TREATMENT AND CONDITIONS

Corval Group and its suppliers must ensure that physical discipline or physical, verbal or sexual abuse or other forms of harassment and intimidation are strictly prohibited in their operations and their supply chains.

Corval Group and its suppliers must provide a safe and hygienic working environment that does not risk the health of their workers, considering the relevant industry and hazards related to that industry. This may include ensuring that:

- appropriate equipment and training is provided;
- workplaces have facilities that meet the basic needs of their workers (such as clean toilet facilities, clean drinking water and where appropriate sanitary facilities for food storage and preparation);
- safeguards on machinery meet at a minimum, or exceed, local laws;
- suppliers are prepared for and respond promptly to workplace incidents.

Corval Group and its suppliers must also ensure that they have safe operating procedures in place and ensure that their workers understand and follow these procedures.

ANIMAL WELFARE

Corval Group and its suppliers agree to comply with any and all applicable local and national animal welfare laws, standards, regulations and directions from any relevant regulators, and to keep accurate and transparent records to substantiate their compliance. Corval Group and its suppliers undertake to adopt healthy and humane practices when dealing with animals and aquaculture species.

The Company places significant value on continuous improvement with regards to animal welfare, and will favour those suppliers who have objectives in place to be leaders in this respect, including but not limited to:

- use of eggs from cage-free chickens;
- sustainable and traceable fishing methods;
- sow-stall free pork production;
- inputs (including dairy) from free-range animals;
- humane animal care and processing methods;
- antibiotic free animal rearing.

ENVIRONMENTAL PROTECTION

Corval Group and its suppliers agree to comply with any and all applicable local and national environmental laws, standards, regulations and directions from any relevant regulators, and to keep sufficient records to substantiate their compliance.

In particular, Corval Group and its suppliers are to have sufficient processes in place to identify, monitor and minimise any hazardous materials that are released or consumed in their operating processes, and will ensure all waste processes are performed with regulation compliance and sustainability in mind.

Corval Group and its suppliers are to ensure reasonable endeavours to minimise any adverse environmental impacts of their goods and services, and in their operating processes. The Company places significant value on continuous improvement with regards to environmental sustainability, and will favour those suppliers who have clear objectives in place to minimise environmental impact through:

- using sustainable raw materials and packaging;
- encouraging organic and sustainable farming through raw material selection;
- adopting minimal waste objectives;
- promoting recycling;
- adopting efficient water resource management;
- using efficient and green energy resources;
- improving their operations carbon footprint;
- and lowering greenhouse gas emissions.

BRIBERY AND CORRUPTION

Corval Group and its suppliers undertake to engage professional business ethics throughout their operations and supply chains.

In particular, Corval Group and its suppliers must ensure that neither they nor their workers receive or give bribes, favours, benefits or other similar unlawful or improper payments, in cash or in kind, in running their operations, whether given to obtain business or otherwise. Corval Group and its suppliers must keep accurate records of all payments made and received in cash or in kind to ensure compliance with this requirement.