

## KeHE SUPPLIER CODE OF CONDUCT

KeHE Distributors has a long history of operating with high ethical standards and integrity. KeHE is a Certified B Corporation, making us one of 1,550 companies worldwide redefining success in business by voluntarily meeting higher standards of transparency, accountability and performance in all areas of the company, including governance, transparency, ownership, workers, job growth, compensation, work environment, employee ownership and more.

KeHE's commitment to high standards of responsible and ethical behavior in our operations also extends to our supply chain. This Supplier Code of Conduct sets out for KeHE's standards and expectations in keys areas of corporate responsibility. Our goal is to work with suppliers and vendors to assure compliance with all of these standards.

Thank you for being a partner in this commitment.

## LEGAL COMPLIANCE AND BUSINESS INTEGRITY

Suppliers are responsible for ensuring their operations comply with all applicable laws, regulations, and rules for the products and services they manufacture, distribute, or otherwise introduce into commerce. This includes compliance with federal, state, local, and international requirements.

KeHE further expects its suppliers to always conduct business with high ethical, legal, and socially responsible standards. Suppliers must not tolerate any form of corruption within their company or from their subcontractors such as fraud, bribery, extortion, or embezzlement. The improper use of insider information and price fixing are prohibited.

## SOCIAL AND WORKING CONDITIONS

### Labor and Human Rights

Suppliers shall treat all employees with respect and dignity at all times. Adherence to laws and regulations governing labor and human rights is a prerequisite for this to occur. KeHE recommends suppliers go beyond the legal requirements and implement policies and procedures that help foster improved employee relations.

### Forced Labor

All labor used by suppliers must be voluntary. The use of forced labor of any kind is prohibited, including indentured service, involuntary prison labor, bonded labor, and labor performed due to physical threat.

## **Child Labor**

Suppliers shall not, and shall ensure their subcontractors do not, use child labor as defined by federal and state regulations and international standards. KeHE prefers suppliers do not employ anyone under the age of 16.

## **Non-Discrimination**

Hiring and employment decisions, including those relating to compensation, benefits, promotion, training and development, discipline, and termination, should be made solely on the basis of the skill, ability, and the performance of workers. Discrimination is not permitted on the basis of race, religion, gender, political opinion, national extraction, or social origin. In addition, unfair treatment of pregnant employees is prohibited.

## **FOOD SAFETY AND QUALITY**

KeHE is dedicated to providing safe, high-quality products to its customers, and its suppliers must deliver products and services that meet food safety and quality standards required by applicable law. Suppliers must have in place policies and procedures to manage the safety and quality of products delivered to KeHE or KeHE's customers. KeHE reserves the right to inspect supplier facilities and request documentation to verify that these systems are in place and are being fully implemented.

## **ENVIRONMENTAL SUSTAINABILITY**

KeHE expects its suppliers to pursue environmentally responsible leadership roles by proactively reducing its environmental impact and assisting our facilities in meeting their environmental objectives and targets whenever possible.