



SUPPLIER CODE OF CONDUCT

1. Purpose

To define mandatory compliance requirements for suppliers and establish a framework for approval, monitoring, and auditing.

2. Scope

Applies to all suppliers providing goods or services, including raw materials, packaging, logistics, and services.

3. Legal & Regulatory Compliance

Suppliers must comply with all applicable laws including Safe Food for Canadians Regulations (SFCR), CFIA requirements, Employment Standards Act (ESA), and Occupational Health & Safety Act (OHSA).

4. Food Safety & Quality

- Maintain GFSI certification (SQF, BRCGS, FSSC 22000) or HACCP
- Provide current audit reports and certificates
- Ensure traceability within 4 hours
- Conduct mock recalls annually
- Maintain allergen control and food defense programs
- Provide COAs, specifications, and SDS

5. Labour & Human Rights

- No forced labour, child labour, or human trafficking
- Fair wages and legal working conditions
- Compliance with labour laws and LMIA where applicable
- No withholding of worker documents

6. Health & Safety

- Maintain a health & safety program
- Provide PPE and employee training
- Maintain incident reporting system
- WSIB coverage (Ontario) or equivalent insurance

7. Environmental Responsibility

- Maintain waste management program
- Proper chemical handling
- Comply with environmental laws
- Track sustainability metrics where possible

8. Ethics & Business Integrity

- No bribery or corruption
- Disclose conflicts of interest
- Protect confidential information
- Maintain fair competition practices

9. Supply Chain Transparency

- Monitor sub-suppliers
- Ensure traceability of materials
- Provide sourcing information upon request

10. Audits & Compliance

Suppliers must allow audits, provide documentation, and comply with corrective action requirements.

11. Corrective Actions

Non-compliance must be addressed within defined timelines with documented corrective actions.

12. Acknowledgment

Supplier agrees to comply with this Code.

Supplier Name:

Authorized Representative:

Signature & Date: