



Supplier Code of Conduct

ED&F Man works hard to maintain high standards of business conduct. Our Corporate Social Responsibility policy ensures that we comply with the law, but it also demonstrates our core values, our commitment to act in good faith and to hold ourselves accountable.

We are a global business, so we understand that local customs, conditions and business practices may vary – but we must uphold our core values and ethical principles wherever we operate. Our own customers demand this too.

We only work with suppliers who share our commitment to protecting basic human rights and who understand their social and environmental responsibilities. We outline some of our key principles below.

Legal Compliance:

In providing products and/or services to ED&F Man supplier complies with all applicable local laws, rules and regulations. Supplier also has in place policies, procedures and management systems to ensure such legal compliance.

Basic Human Rights:

Supplier complies with the United Nations Universal Declaration of Human Rights, the International Labour Organisation core labour standards, Conventions and all applicable laws governing child labour (minimum age limits observed, work does not interfere with schooling, and children shall not perform hazardous tasks), forced or compulsory labour, human trafficking, discrimination, harassment, freedom of association, and the right to collective bargaining.

Supplier complies with local working time and/or overtime regulations and pays its staff (employees including migrant, seasonal and other contract labour) fair wages and benefits in compliance with local laws and the local labour market.

Health & Safety:

Supplier adheres to local health and safety laws, provides a safe and healthy working environment (safe workplaces, safe equipment, hygienic conditions, and continuous access to fresh water and sanitary facilities) and actively minimizes the risks of accidents or injury.

Environment:

Supplier operates in compliance with local environmental laws and regulations. Further, holds, as applicable, all required permits for ensuring a legal operation. If and where applicable, supplier is able to demonstrate clear title to land and water in accordance with national practice and applicable law.

Ethical Compliance:

Supplier operates in an ethical way, in compliance with antitrust laws and applicable sanction regimes, and is not engaged in bribery, corruption, money laundering or other fraudulent practices.

By signing below it is confirmed that supplier complies with above basic human rights and ethical principles and has in place internal processes and controls to ensure compliance. ED&F Man reserves the right to - themselves or via independent third-parties - verify compliance at some point.

Supplier: _____

Date: _____

Completed By: _____

Signature: _____

Return to: csr@edfman.com