



Detry  Food Group



CODE OF CONDUCT

for Suppliers

FOREWORD

Polca does not only supply premium quality products but does so in a way that reflects the Company's commitment to conduct its business in full compliance with the laws in force and to adhere to the principles of integrity and honesty.

Our consumers expect similar behaviour from all parties we deal with, especially our suppliers. The Business Principles of Polca Group set the values and principles to which Polca is committed worldwide.

This Code of Conduct for Suppliers specifies and facilitates the continuous application of these Business Principles by setting out some non-negotiable minimum standards which we expect our suppliers, their employees, agents and subcontractors to comply with in the conduct of their business.

It is the responsibility of the Supplier to train its employees, agents and subcontractors accordingly.

By accepting this Code, the Supplier undertakes that all existing and future business relationships and agreements with Polca shall comply with the provisions contained herein.

BUSINESS INTEGRITY

Compliance with laws and regulations in force

The Supplier shall comply with all laws and regulations in force.

Undue advantage

When carrying out its activities, the Supplier shall never, directly or through third parties, offer or promise any personal or undue advantage in order to obtain or retain business or other benefits from a third party, whether public or private.

The Supplier shall also refuse any such advantage in exchange for any preferential treatment from a third party.

SUSTAINABLE DEVELOPMENT

Polca expects its Supplier to continuously strive to improve the efficiency and sustainability of its activities.

LABOUR STANDARDS

Forced labour

Under no circumstances shall the Supplier use or benefit in any way from forced or compulsory labour. It is also prohibited to use any form of physical punishment, threat of violence or any form of harassment or mistreatment as a method of discipline or control over its workers.

The Supplier shall not use factories or production facilities in which workers are obliged to work without remuneration, nor shall it subcontract to companies using such practices or facilities.

Child labour

It is strictly prohibited for the Supplier to use child labour. Child labour refers to work that is mentally, physically, socially and morally dangerous or harmful to children, or that unreasonably interferes with their educational needs.

Working hours

The Supplier shall ensure that its employees work under conditions that comply with all laws in force and all mandatory industry standards regarding the number of hours and days worked. In the event of a conflict between a law and a mandatory industry standard, the Supplier shall comply with the prevailing national law.

Remuneration

The Supplier's employees shall be paid salaries and wages in accordance with the laws in force and the mandatory collective agreements, including those relating to working overtime and other provisions regarding compensatory allowances.

Non-discrimination

The Supplier shall apply a policy consistent with the law in force prohibiting in its hiring and employment practices any discrimination on the basis of race, colour, religion, gender, age, physical ability, national origin or any other ground prohibited by law.

SAFETY AND HEALTH

Work environment

The Supplier shall provide safe and healthy working conditions for its employees.

As a minimum, the Supplier shall supply drinking water, adequate sanitary facilities, emergency exits and basic safety equipment, access to emergency medical assistance and workstations with adequate lighting and equipment. Facilities should also be constructed and maintained in accordance with the standards set out in the codes and regulations in force.

Product quality and safety

All products and services delivered by the Supplier shall meet the quality and safety standards required by the legislation in force.

In its business relations with Polca, the Supplier shall comply with Polca's quality requirements.

ENVIRONMENT

The Supplier shall carry out its activities in an environmentally friendly manner and comply with all laws and regulations in force in the country of manufacture or delivery of the products or services.

SUPPLYING FARMERS

The Supplier shall ensure that supplying farmers are fully aware of the Code, its provisions, their meaning and implications for their farming practices. The Supplier shall use appropriate communication tools and offer awareness and training courses where necessary.

If Polca enters into direct business relationships with farmers, it will use alternative communication tools to ensure that the farmers understand the provisions of the Code.

AUDIT AND TERMINATION OF THE SUPPLY CONTRACT

Polca reserves the right to verify the Supplier's compliance with the Code.

In the event Polca notices actions or conditions that contravene this, it is entitled to demand corrective measures to be taken.

Polca reserves the right to terminate any contract with a supplier who does not comply with the Code.



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www.detryfoodgroup.com

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Charcuterie

Bel Ardenne
Salaison

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Paté

D-TRANS
Logistics