



CODE OF CONDUCT

Introduction

Fruit At Work believes in fresh, seasonal and fair fruit from a short supply chain. While we are working to improve the health of people by delivering fruit, we also strongly urge to take care of people and the planet in doing business. As a Fairtrade and SDG Champion certified company, we wish to have a positive impact on society and environment. To stay true to this purpose, we shall keep improving how we interact with our suppliers in order to promote the manner that we and our supplier base handle and manage crucial CSR challenges. This Code of Conduct is at the heart of our due diligence policy. Just as due diligence policy, this Code of Conduct is derived from tools by the UN, ILO and OECD. The complete list and due diligence policy can be found in folder “*STUK 6 Due Diligence*”

Acknowledging that a corporation must operate in complete accordance with the rules, regulations, and laws of the nations in which it operates is essential to implementing the Code. We also exhort our suppliers to go above and beyond the requirements of the law, relying on internationally accepted norms to enhance corporate ethics and social and ecological accountability. Moreover, if this Code of Conduct and local legislation have different criteria, compliance is expected to the most stringent requirements.

A company has to publicly endorse this Code and actively work to adhere to its principles to adopt the Code and become a Supplier. Companies should additionally demand that next-tier suppliers accept and follow the Code. Every arrangement or contract among Fruit At Work and our suppliers has a clause requiring adherence to this Code of Conduct.

Governance

We are dedicated to regularly receiving feedback from stakeholders in order to continue developing and putting the Code of Conduct into action. To accomplish this, we expect our suppliers to be open to every reasonable request for information.

Labour rights

The freedom of association and the right to collective bargaining, that includes for migrant workers, the complete abolition of any type of compelled or forced labor, the definitive prohibition of child labour, and the banning of discrimination in regard to employment and occupation will all be upheld by us in our operations.

We expect suppliers should at minimum comply to this commitment. In particular, policies should be put in place to verify the supplier's adherence and when applicable, enhancement efforts should be implemented.

The labour standards are:

Freely chosen employment

1. Every job must be chosen voluntarily by the employee. Workers shouldn't be subject to any compulsion or restrictions via, for instance, retaining of original copies of staff passports, identification papers, or money deposits. Workers are also free to withdraw from their employment at any point (subject to appropriate and compensated notice periods).
2. Bonded labour is not permitted to be used. Work must be done for a fair wage and cannot be done to pay off debts that have already been incurred (such as those brought on by dishonest hiring practices).
3. All employees must receive a formal contract of employment in their native tongue throughout the recruitment procedure that details the terms and conditions of employment.
4. Employees are not compelled to cover the recruitment fees or other associated costs charged by employers' agents or subagents in exchange for their employment. If any of these fees are discovered to have been spent by employees, the employee will be reimbursed.

Right to collective bargain and freedom of association

Participants must uphold the right of every employee to organize and join trade unions of their own initiative, participate in collective bargaining, and to conduct peaceful assemblies, while acknowledging the choice of workers to desist from such actions, in accordance with applicable local laws. Without fear of discrimination, retaliation, intimidation, or harassment, employees and/or their representatives must be allowed

to speak freely with management about their working conditions and management practices.

Child labour

At any point in the manufacturing process, child labour is not permitted. According to the International Labour Organization (ILO) minimum age convention (C138) of 1973, any individual under the age of 15, the age at which they must finish their obligatory education, or the age at which they can start working in their country, whichever is older, is referred to as a "child." Participants must put in place a suitable system for determining the workers' ages. It is encouraged to adopt approved workplace learning initiatives that go by all rules and laws. Young Workers under the age of 18 are not allowed to work night shifts or overtime or conduct any other tasks that could endanger their health or safety. In cases where child labour is found, programs should be in place to support the child into education.

Wages and remuneration

All existing wage regulations, including those governing minimum wages, overtime hours, and legally required benefits, must be followed while paying workers' compensation. In any case, earnings should always be sufficient to cover necessities and leave some money for leisure spending. We are determined to secure that every workers gets a fair price for the work they deliver.

Workers must get overtime pay that is higher than their usual hourly rates, in accordance with local rules. Wage deductions are not permissible as a form of discipline. Workers must get a timely wage record that is easy to comprehend for every pay check and has enough details to confirm the correct payment for the work done. All temporary, dispatch, and outsourced labour will be used in compliance with applicable local laws.

Working hours and conditions

1. Worker stress is directly linked to decreased productivity, more turnover, and more injuries and illnesses, according to research on business practices. The number of hours worked cannot go beyond what is permitted by local legislation. Additionally, a workweek shouldn't be longer than 60 hours,

counting overtime, unless it's an emergency or something out of the ordinary. Overtime must always be voluntary. Every week, employees must be given a minimum of one day off.

2. Keeping in mind the state of the industry and any particular threats, a clean and secure workplace must be supplied. By minimizing, as much as is practically possible, the causes of dangers inherent in the place of employment, adequate efforts must be implemented in order to avoid accidents and injuries to health resulting from, associated with, or happening in the process of work.
3. Access to hygienic restrooms, safe drinking water, and, if necessary, clean food storage facilities must be available.
4. Where accommodations are offered, they must be hygienic, secure, and satisfy the workers' fundamental needs.

Humane treatment and non-discrimination

1. It is forbidden to use force of any kind or threaten to use force, or to harass someone in any way, whether verbally, sexually, or otherwise.
2. On the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation, there is no discrimination in employment, remuneration, access to learning, promotion, termination, or retirement.

Environment and community impact

Land use and property rights

Suppliers respect those who have legal title to resources (such as water, woods, fisheries, or land) and their rights to them, including any public, private, common, collective, indigenous, or customary rights that may be harmed by their operations. Suppliers will also be accountable to the areas in which enterprises operate and controlling how business and manufacturing operations affect those communities.

Raw material consumption

1. Regarding the exclusion or limitation of particular compounds in goods and production, participants must abide by all applicable laws, rules, and customer needs. This includes labelling to recycle and dispose.
2. Suppliers are required to put into practice a water management strategy that records, characterizes, and regulates water sources, use, and discharge; looks for ways to preserve water; and manages routes of contamination. Before disposal or removal, all wastewater must be evaluated, managed, and treated as necessary. To maintain peak performance and legal compliance, participants must routinely monitor the operation of their wastewater treatment and control systems.

Environmental and emission policy

1. Suppliers must to have procedures in place to guarantee that their business practices adhere to all relevant environmental laws. All necessary environmental licenses, approvals, and registrations must be acquired, kept up with, and comply with in line with their terms and specifications.
2. Suppliers must have a strong environmental strategy, declaration, or programs in place to reduce environmental risks, and it must be implemented consistently at all levels of the business.
3. Environmental performance needs to be evaluated, tracked, and measured on a regular basis. The supplier should make an effort to use workable solutions and, when possible, adopt leading practices to continuously improve environmental performance.

Ethics

Business integrity

1. In all commercial dealings, the greatest standards of honesty must be upheld. There should be absolutely no tolerance for any instances of bribery, corruption, extortion, or embezzlement among participants.
2. Suppliers will conduct business in conformity with the values of free enterprise and competitive markets.
3. Business decisions may be influenced by avoiding events, situations, or relationships that are improper, removing any potential conflicts of interest from view. Suppliers must immediately report any links, relationships, or activities that could result in actual or prospective conflicts of interest.
4. No one in the supply chain is taking part in money laundering in any way, whether directly or indirectly. Suppliers are not permitted to carry on business in a way that is against anti-money laundering regulations. This involves accepting, concealing, converting, and/or transmitting cash gained through illegal activities, such as financing terrorists.

Trade Regulations

Suppliers will not supply with goods or services that originate in nations that are exposed to trade sanctions or embargoes (also known as "parties on the black list," "limited parties," or "refused parties"). By using the proper due diligence, screening, and compliance techniques to make sure the aforementioned requirements are met.

Intellectual property rights and privacy

Client and vendor data must be protected, intellectual property rights must be honoured, and technology and know-how must be transferred in a way that preserves those rights.

Appendix

Appendix 1: Consequences of Non-Compliance

1. We collaborate with our suppliers to enable them to follow the Code of Conduct, being aware that terminating a business connection with a supplier could result in problems such as layoffs.
 - a. In compliance with the UN principles on business and human rights, the fundamental tenet of "protect, respect, and remedy" by the United Nations is applied.
2. Suppliers need to be alert to non-compliance, undertake proactive remedial measures as required, and notify us as appropriate.
3. In the situation of a supplier's noncompliance, we maintains the right to refrain from requesting certain goods or services.

Appendix 2: Accreditation guidelines and due diligence

The Code of Conduct displays the values we hold at Fruit At Work and wish to extend in our entire supply chain. Additionally, we view the certifications that suppliers occupy as evidence for limiting our negative impact on society and the environment. Therefore, some suppliers are also required to adhere to specific technical requirements or regulations.

In accordance with the Sustainability Initiative Fruit and Vegetables, we expect our fruit growers active in medium- or high-risk countries to be accredited with following certifications, **starting in 2024**.

- High-risk countries
 - GSCP benchmark standards (B level): BSCI, ETI/SMETA, Fairtrade Flocert, IMO- (Fair) For Life, Rainforest Alliance, SIZA, SA 8000 or SCS Sustainably Grown
 - Excluding small-scale farmers in (same criteria as medium-risk countries)
- Medium risk countries
 - GlobalGAP-GRASP add-on, FSA 3.0, GlobalGAP-SAI FSA add-on or GSCP Benchmark Standards (B Level)

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