

Simplot (China) Food Co., Ltd. Supplier & Business Partner Code of Conduct

Introduction

Simplot (China) Food Co., Ltd, as a subsidiary of the J. R. Simplot Company is committed to maintaining the highest standards of integrity, ethical behavior, and legal compliance in all its business dealings. This Supplier & Business Partner Code of Conduct ("Code") outlines the expectations for Simplot's business partners, including customers, contractors, suppliers, and their sub-tier suppliers (collectively, "Partners"). This Code is in addition to and incorporates by reference the Global Simplot Code of Conduct, which can be found at http://www.Simplot.com/about/code_of_conduct Partners are required to comply with this Code and all applicable laws and regulations.

Compliance with Laws and Regulations

As a business partner of Simplot (including its subsidiaries and branches, "Simplot"), each Partners undertakes to conduct all kinds of business cooperation with Simplot in good faith and in compliance with all applicable laws and regulations, including but not limited to:

1. The Anti-Unfair Competition Law of the People's Republic of China (concerning bribery and corruption);
2. Financial Fraud Regulations (concerning fraud)
3. The Labor Law of the People's Republic of China (concerning forced labor, child labor, and workers' rights);
4. Labour Contract Law of the People's Republic of China;
5. The Environmental Protection Law of the People's Republic of China (concerning environmental protection and sustainability);
6. Any other applicable local or international regulations, including the United Nations Global Compact, the Guiding Principles on Business and Human Rights, and the Core Conventions of the International Labour Organisation (ILO) and the U.S. Foreign Corrupt Practices Act.

Prohibition of Fraud, Corruption and Bribery

Simplot takes a zero-tolerance approach to fraud, bribery and corruption. Partners must not, under any circumstances, directly or indirectly, offer, pay, or accept bribes or any improper payments to gain or retain business or secure any improper advantage. This includes, but is not limited to, payments to Simplot staff, government officials, or other business partners. Partners must comply with all relevant anti-corruption laws, including the Anti-Unfair Competition Law of China and the Criminal Law of the People's Republic of China regarding fraud, commercial bribery and corruption.

Respect for Human Rights

Partners must respect the human rights of all workers and individuals impacted by their business activities. This includes, but is not limited to:

1. Prohibition of Forced Labor: Partners must not use forced labor, bonded labor, or any form of involuntary labor, including prison labor. They must ensure that all work is voluntary, and workers are free to leave their employment after giving reasonable notice, as per the Labor Law of the People's Republic of China.
2. Prohibition of Child Labor: Partners must not engage in the use of child labor. The minimum legal working age in China is 16 years, as stipulated by the Labor Law. Partners must comply with ILO standards as well.
3. Working Hours and Wages: Partners must comply with national laws and regulations regarding working hours and wage payments. This includes adhering to legal standards for overtime pay and ensuring that wages meet or exceed minimum legal thresholds.
4. Freedom of Association: Workers must have the right to associate freely and engage in collective bargaining, in line with local laws.

Environmental Responsibility

Simplot expects its Partners to comply with all environmental laws, including the Environmental Protection Law of the People's Republic of China. Partners must actively reduce environmental impacts and pursue sustainable practices in their operations.

Health and Safety

Partners must provide a safe and healthy working environment for all employees, contractors, and temporary staff. They must comply with workplace safety regulations and industry standards, including the Workplace Safety Law of the People's Republic of China.

Management Systems

Partners are expected to have effective management systems in place to ensure compliance with the Code and all relevant laws. This includes having policies and procedures in place for reporting violations, managing grievances, and remedying issues.

Transparency and Audits

Simplot requires transparency in its relationships with Partners. Partners are expected to provide accurate, truthful, and complete information, especially concerning wages, working hours, and environmental impact. Partners agree to allow Simplot or its designated third parties to conduct audits to verify compliance with this Code. Intentional falsification of records or failure to comply with audit processes may result in termination of the business relationship.

Grievance Mechanisms and Reporting Violations

Partners must provide workers with anonymous channels for reporting grievances and must ensure that all concerns are addressed in a timely manner, without fear of retaliation. Partners are also required to report any violations of this Code, or any relevant laws or regulations, to Simplot. Violations should be reported to: PartnerReporting@Simplot.com

Consequences for Non-Compliance

Simplot commits to working with Partners under a model of continuous improvement. Intentional disregard for the provisions of the Partner Code of Conduct or failure to work toward meeting set targets may directly impact the Partner’s business relationship with Simplot. The Partners further confirm and commit:

1. Simplot has full power and right to verify compliance with the Partner Code of Conduct through internal or external assessment mechanisms, which may include third-party audits. Deficiencies in results could result in audits being charged to Partners.
2. Simplot reserves the right to act against Partners who fail to comply with this Code, including terminating all business-cooperation contracts, pursuing legal action, reporting illegal conduct or withholding payments. In cases where fraud, bribery, corruption, or other illegal activities are identified, Simplot will take appropriate action, including seeking compensation and damages as provided under Chinese law.
3. Partners agree to immediately notify Simplot if it becomes aware that its conduct in connection with this Code is being investigated by law enforcement or regulatory authorities, government agencies, international organizations, stock exchanges or non-governmental organizations.

Supplementary Provisions

This Code shall enter into force on the date of signature by the Partner and shall have full legal binding force.

The signing, conclusion, performance and interpretation of this Code shall be governed by the laws of the People's Republic of China.

By Simplot’s Partners adhering to the Partner Code of Conduct, Simplot’s Mission to Bring Earth’s Resources to Life can be achieved in an ethical and legally responsible manner.

Partner Acknowledgment

Acknowledged by the Partner that they will use their best endeavours to comply with the Simplot Partner Code of Conduct:

Name: _____

Position: _____

Company Name: _____

Date: _____