

first milk™



The Regenerative Co-op



August 2023

Code of Conduct for suppliers to First Milk

Introduction

First Milk is a farmer-owned co-operative business with the ambition to be the leader in dairy sustainability. Dedicated to producing safe, high quality dairy products at scale, in a responsible and sustainable manner, it is vital that our activity ensures fair business practices throughout our supply chain.

Our commitments to ethical conduct and high standards of social and environmental responsibility in all aspects of our business are communicated in our 'Ethical Trading Policy'.

We do not act alone. As a supplier of ingredients, products, or services to First Milk, you are a crucial partner in our success. We make careful choices, aspiring for supplier partnerships that are collaborative, mutually beneficial, and enduring. At the heart of this aim, our suppliers must align with, or exceed, the values and vision of First Milk on human rights, labour practices, environmental

standards, and ethics described in this 'Code of Conduct for Suppliers to First Milk'. This code is based on the Ten Principles on Business and Human Rights of the UN Global Compact*.

We require all First Milk suppliers to follow the principles of our 'Code of Conduct for Suppliers to First Milk' as the minimum standard for all business relationships with First Milk and take all reasonable efforts to ensure that their own suppliers, agents and sub-contractors also comply with our code.

Human Rights

Suppliers shall support and respect the protection of internationally proclaimed human rights and demonstrate responsible human rights practices in their operations.

Suppliers shall ensure they are not complicit in human rights abuses.

Labour Standards

Suppliers shall uphold employee rights to freedom of association and recognise the right to form or join labour organisations and bargain collectively.

Employment is freely chosen. Suppliers cannot use forced or compulsory labour, or modern slavery, in any form and will ensure employees work in compliance with all applicable national laws and mandatory industry standards for working hours, minimum wages and holidays. Only employees with legal authorisation shall be employed.

Suppliers shall assure the formal education of young people – under 18 years of age – and, where appropriate, support complementary development through employment, education or voluntary participation in safe farm or workplace activities that promote positive physical and/or mental wellbeing.

*The Ten Principles | UN Global Compact

Suppliers shall ensure equality of opportunity and treatment for their employees and will not discriminate on the basis of race, gender, age, disability, religion, marital status or sexual orientation, or political opinion.

Suppliers shall commit to a workplace free of harassment and abuse, treating employees with dignity and respect.

Suppliers shall monitor, identify, and improve health and safety risks continuously and comply with at least the minimum legal requirements of health and safety regulations. Where necessary, prior to commencing duties, employees will be provided with adequate protective training and protective equipment to reduce risk to their health or prevent accidents.

Environment

Suppliers shall operate with care for the environment and comply with all applicable laws and regulations intended to protect the environment.

Suppliers shall adopt a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies to support sound lifecycle practices.

Suppliers shall strive to reduce or optimise their use of energy and the generation of air emissions, waste water and solid waste.

Suppliers shall comply with local water, waste, hazardous substance and biodiversity regulations and act towards more sustainable practices.



Ethics

Suppliers shall work against corruption in all its forms, including fraudulent practices, extortion and bribery.

Suppliers shall protect the reasonable privacy expectations for personal information of suppliers, customers, consumers, and employees and comply with applicable privacy and information security laws.

First Milk believes the interests of people, animals and the environment are best served by avoiding the use of raw materials that contribute to severe environmental damage, facilitate human rights abuses, or finance armed conflict and seeks the full support of suppliers to achieve this aim.

The Supplier shall ensure that no entity within the Supplier's group of companies, its management or owners, being legal entities and/or persons and subcontractors appear on any Watch and/or Sanctions lists issued by the UN, UK, EU and/or the US governmental bodies.

Product Quality and Safety

All products and services supplied will meet regulatory and dairy industry standards for quality, safety and food safety. First Milk will be immediately notified by the Supplier of any concerns about product safety and/or quality.

Compliance

This 'Code of Conduct for Suppliers to First Milk' forms an integral part of First Milk's supplier relationship management. Suppliers should keep sufficient documentary evidence to demonstrate compliance and share evidence upon request.

Suppliers shall notify First Milk if they are temporarily or permanently unable to meet this Code and agree to an improvement plan. First Milk reserves the right to demand corrective measures if it becomes aware of non-compliance with this Code and the Supplier has not informed First Milk. Where possible, First Milk will assist the Supplier to achieve the appropriate standard. First Milk reserves the right to disengage from any Supplier that does not meet the requirements of this Code or who cannot provide or commit to an improvement plan.

Acceptance of a First Milk purchase order to supply goods or services obliges the supplier to adhere to this Code. Obligations are additional to any purchase contract between First Milk and the Supplier.

Finally, we would encourage all suppliers to consider if their business practices are truly enriching the lives of those who they impact?

Our Sustainable Procurement Policy describes how First Milk suppliers can help us to realise this vision.

