



SUPPLIER CODE OF CONDUCT

At Bob's Red Mill Natural Foods, Inc., our purpose is inspiring joy with wholesome foods. Our core values of respect, teamwork, accountability and determination mean we engage throughout our supply chain in a safe manner, with responsible sourcing at the forefront.

Bob's Red Mill has adopted the following Supplier Code of Conduct ("Code") which details our baseline standards for social and environmental responsibility. Compliance with this Code is an expectation of our suppliers, and we encourage these basic standards to be exceeded.

1. **Legal Compliance.** Suppliers shall know and follow the laws that apply to them and their business, including anti-bribery and anti-corruption laws. Applicable legal and regulatory requirements are a minimum standard. The upstream supply chain connected to our product is also expected to comply.
2. **Business with Integrity.** Suppliers shall maintain the highest ethical standards – bribery, kickbacks, improper gifts, favors, or other improper incentives are prohibited. Conflicts of interest must be avoided.
3. **Human & Labor Rights.** Suppliers are expected to conduct business in a manner that protects the health and safety of employees and their communities. In accordance with applicable law and the International Labour Organization (ILO), forced, indentured, or child labor is prohibited. Suppliers shall not support or engage in human trafficking in any part of the supply chain.
4. **Workplaces Free of Discrimination & Harassment.** Suppliers are expected to treat all workers with dignity and respect. Suppliers' employment practices should uphold diversity, equity, and inclusion, and provide equal opportunity without regards to characteristics such as race, gender, age, religion, pregnancy, nationality, disability, or veteran status, or any other status or characteristic as protected by local law.
5. **Employee Rights.** Suppliers are expected to compensate workers fairly and equitably, including with respect to pay and benefits. Suppliers must comply with all national, state and local laws pertaining to hours of work, wages, safety, working conditions, and handling of hazardous materials. Suppliers must respect the rights of employees for freedom of association and collective bargaining.
6. **Health & Safety.** Suppliers are expected to provide safe and healthy working conditions at all operations, including access to clean drinking water. Suppliers shall comply with all legally



mandated standards for workplace health and safety in the countries in which they operate, including OSHA, as applicable.

7. **Environmental Practices.** Suppliers are expected to reduce the environmental impact of their business and avoid contributing to deforestation, loss of biodiversity, and unsafe disposal of waste. Suppliers must comply with all applicable international, national, state, and local environmental laws relating to all workplaces, produced products and manufacturing methods. Suppliers are expected to support responsible manufacturing, protection of water resources, land rights, chemical reduction, animal welfare, sustainable agriculture, and habitat protection.
8. **Food Safety & Quality.** Suppliers must comply with any quality and product specifications communicated by Bob's Red Mill, as well as all applicable laws relating to food safety and quality.
9. **Monitoring & Review.** Review and acknowledgement of the Code is required every 3 years, or when updates are made to this Code.