



Supplier Code of Conduct - Principles and Legal Requirements

Ingredientbox is committed to conducting its business in an ethical, legal and socially responsible manner. Ingredientbox has a Code of Conduct that sets the standards for Ingredientbox personnel to live by. In addition, we established this Supplier Code of Conduct to ensure our suppliers' compliance with all legal requirements and ethical business practices conducted. As an Ingredientbox valued supplier, we require your adherence to these key critical areas as set in this Code:

1. Legal Requirements
2. Ethical Practices
3. Labour Practices
4. Health, Safety and Environmental Protection
5. Universal Human Rights
6. Antitrust/Competition Law

We ask that you share the importance of this Code and the key principles set forth above with all your functions and with all your people that are responsible for business dealings with Ingredientbox. We appreciate your support and should you have questions, please contact Ingredientbox so that we may give your request prompt attention.

The Supplier Code of Conduct conveys to Ingredientbox suppliers our expectations to adhere to the highest ethical standards when conducting business. We require our suppliers to comply with the following business practices:

1. Legal Requirements

We require our suppliers to comply with all applicable federal, state and local laws and regulations prevailing in the countries in which suppliers conduct business.

2. Ethical Practices

Ingredientbox conducts its business activities with honesty and integrity, and we believe we demonstrate the highest standards of business ethics. Our suppliers are required to demonstrate these same high ethical standards and to conduct all business transactions with integrity.

2.1. Confidentiality

Suppliers must respect Ingredientbox's intellectual property, trade secrets, prices, conditions and specific technical or commercial information considered to be confidential. These should not be communicated to other parties.



2.2. Gifts

Suppliers may not transact with Ingredientbox employees, or otherwise, engage in business relationships that violate anti-bribery laws around the world including bribes, kickbacks or other improper or unlawful payments. It is not permissible to give to or receive gifts beyond a nominal value of \$200/year as a course of normal business. No other advantages should be provided to Ingredientbox employees.

2.3. Invitations

Business meals and invitations should be based on the principle of reciprocity, thus eliminating any suspicion of undue influence.

3. Labour Practices

Ingredientbox suppliers must not use illegal child labour, exploit children or engage in any form of involuntary servitude. Suppliers must provide a workplace that is free from harassment, threats of violence, corporal or physical punishment or any form of abuse.

4. Health, Safety and Environmental Protection

Ingredientbox suppliers should provide their workers with a healthy and safe work environment. Facilities should be maintained at least at the standards set forth in applicable codes, ordinances, regulations, and public policies in force in each country of operation.

5. Universal Human Rights

5.1. Working Hours

Ingredientbox suppliers must comply with all applicable local laws respecting the terms and conditions of labour and provide their workers reasonable daily and weekly work schedules. This includes furnishing time off and/or compensation for overtime, as local laws may require.

5.2. Compensation

Ingredientbox suppliers must comply with applicable laws relating to the compensation of workers. Wages and hours must comply with applicable law and match the prevailing local manufacturing industry practices. Suppliers should not practice or allow exploitation or coercion of its workers.

5.3. Equal Opportunity

Ingredientbox suppliers must commit to equal employment opportunity, and strive to hire and promote employees based on their merits, without regard to race, colour, creed, religion, national origin, ancestry, age, marital status, gender, sexual orientation, disability or military status.

5.4. Freedom

Ingredientbox suppliers should have respect for their employees' lawful freedom of association and ability to work with government and communities with which the suppliers do business to improve the overall economic and social well-being of these communities.



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6. Antitrust/Competition Law

Ingredientbox suppliers must comply with applicable competition laws to ensure equal opportunities to compete on the merit of price competitiveness, service, and product innovation. Suppliers shall comply with applicable laws intended to promote fair and free competition.