



CODE OF CONDUCT

About BPI

BPI is specialized in trading foodstuff from leading producers worldwide - to customers all over the globe. One of BPI's goals is to offer an attractive range of competitive products, without compromising on quality, product requirements, employees' rights and labour standards, or the external environment.

Code of Conduct

BPI has gained an increasing number of suppliers from other countries in recent years – something that is vital in the light of the increasingly wide range of products, that BPI supplies in order to meet customers' demands. A greater geographical spread on the part of our suppliers means that BPI's day-to-day contact with these suppliers does not operate in the same way as our contact with local suppliers. This fact, coupled with customers' and society's increased focus on human rights, labour standards and social injustice, have resulted in BPI's decision to introduce a Code of Conduct. It describes BPI's requirements and expectations with regard both to its own organization and to those of its suppliers.

OBJECTIVES – WHAT BPI WANTS TO ACHIEVE

- To work actively to promote human rights, good labour standards, high standards of health and safety, and social justice.
- To make an active contribution to reducing the negative impact on the external environment.
- The long-term goal is for BPI's suppliers to comply with every point in BPI's Code of Conduct.



Implementing a Code of Conduct is an extensive process during which BPI intends to establish a reasonable long-term ambition level that gradually leads to the long-term goal. The methodology involves using risk analysis to identify the biggest problems with the aim of successively allocating resources where they will have the biggest impact.

BPI will impose requirements on suppliers, subsuppliers and producers in order, by means of dialogue and cooperation, to identify the ways in which the established goals can be achieved. Failure to work towards compliance with the demands of BPI's Code of Conduct on the part of a supplier may have a negative effect on that supplier's relationship with BPI.

BPI also encourages you to use this code of conduct as a basis for your co-operation with your suppliers.

BPI'S CODE OF CONDUCT – GENERAL

BPI's Code of Conduct is based on the 10 principles of the UN's Global Compact (www.unglobalcompact.org):

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and
2. Make sure they are not complicit in human rights abuses.

Labour Standards

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. Eliminate all forms of forced and compulsory labour;
5. Abolish child labour; and
6. Eliminate discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.

Transparency and Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

THE 10 PRINCIPLES OF THE UN'S GLOBAL COMPACT ENJOY UNIVERSAL CONSENSUS AND ARE BASED ON:

- The UN's conventions on human rights, including the convention on the rights of the child
- The ILO (International Labour Organisation, a specialised agency within the UN system that deals with labour rights) conventions on labour standards and rights in working life
- The Rio Declaration on Environment and Development
- The UN convention against corruption

BPI'S CODE OF CONDUCT

1. Legal Requirements

BPI's suppliers shall comply with the national legislation of the country in which they operate. Should any requirement specified in the Code of Conduct conflict with national legislation, the law shall take precedence.

2. Working Environment

The supplier shall prioritise the provision of a safe and healthy working environment for the employees by means of, amongst other things, good protective equipment, ensuring that employees are familiar with safety routines, and by ensuring compliance with the requirements of national legislation. If the supplier provides housing for employees, the living area per employee shall comply with the statutory minimum requirements, be hygienic and offer satisfactory personal integrity.

3. Employees' Rights

3.1 Discrimination

Employees shall be judged and treated on the basis of the individual's ability and qualifications to perform the work. No form of discrimination on the ground of race, gender, religion, political opinions, national origin, social origin, sexual preference or other comparable grounds is permitted.

3.2 Forced and Compulsory Labour – and Disciplinary Measures

Employees shall be treated with respect and dignity. Forced and compulsory labour, involuntary or unpaid work is unacceptable in any form. Wages or possessions may never be placed on deposit/lodged as security by the employer in exchange for work. No person may be detained at

work for any period of time against their will. No employee may, under any circumstances whatsoever, suffer physical punishment or other form of physical, sexual or psychological punitive measure or harassment.

3.3 Child Labour

No person may be employed before they have completed compulsory schooling. Nor may the person be under the age of 15. If younger children work as apprentices in accordance with the country in question's employment legislation, they must be afforded protection against any and all exploitation. The employment of younger persons up to the age of 18 may not jeopardise their education or their physical, mental, social or moral development.

3.4 Wages

Wages shall be paid regularly, on time, and shall be reasonable in relation to the work performed. The statutory minimum wage is the minimum acceptable wage.

3.5 Working Hours

The weekly working hours may not exceed the statutory limit and overtime shall always be both voluntary and paid.

3.6 Leave and Sickness Absence

Workers shall be entitled to take their statutory vacation time and other forms of leave (e.g. parental leave) as prescribed by law, and shall be entitled to sickness absence, without any form of negative consequences.

3.7 Contract of Employment

Employees are entitled to a contract of employment.

3.8 Freedom of Association

Employees shall be entitled to exercise their right to be a member of organisations that represent their interests as employees, without fear of threats or harassment. The supplier shall respect employees' rights to collective wage bargaining.

4. External Environment

The supplier shall comply with the environmental requirements of applicable legislation and directives and shall have knowledge of and control over their operations' own environmental impact, and shall deliberately work to reduce or prevent negative environmental impact.

5. Corruption

The supplier shall work to prevent all forms of corruption, including extortion and bribery.

6. Implementation and Monitoring

BPI requires the Code of Conduct to be secured two stages back in the chain, i.e. from BPI to the supplier/producer and from the supplier to sub-suppliers/producers.

The Code of Conduct shall be applied in the context of the day-to-day operations.

BPI and its stakeholders reserve the right to make unannounced visits to carry out checks and monitoring activities.

BPI and its representatives shall be afforded the opportunity to interview employees in conjunction with monitoring visits. The supplier shall, upon request, be able to produce documentation showing implementation in accordance with the Code of Conduct.

Any discrepancies shall be reported, an action plan drawn up, and measures implemented and followed up. The relationship with the supplier may be terminated in the event of deficient implementation or a failure to rectify discrepancies, despite requests to that effect.

Has to be signed by the Managing Director or a person in an equal position

I have read and accepted BPI's code of conduct:

Date: _____

Company: _____ Name / title: _____

Signature: