

**‘Inspiring the nation with
ever more innovative meals
all day every day!’**

2024

Oscar Mayer Supplier Code of Conduct



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Supplier Code of Conduct

Our Supplier Code of Conduct sets forth the principles and expectations guiding our relationship with suppliers. Upholding rigorous quality standards is paramount, ensuring that products meet or exceed agreed-upon specifications. Transparency and accuracy in forecasting are essential for efficient supply chain management, facilitating timely production and delivery. We commit to fair and transparent payment processes, respecting agreed-upon terms and providing timely remittance. Quality acceptance procedures must be adhered to rigorously, ensuring that only goods meeting our high-quality standards enter our supply chain. Compliance with all applicable laws, regulations, and industry standards is non-negotiable. Additionally, we prioritise animal welfare, requiring suppliers to uphold humane treatment practices throughout their operations. By adhering to these principles, we foster a collaborative and mutually beneficial partnership with our suppliers while upholding our commitment to excellence and responsibility.

Our supplier code of conduct integrates our four pillars, Quality and Compliance, Business Process Efficiency, Responsible Sourcing, and Audit and Compliance, ensuring ethical standards and sustainability throughout our supply chain.

Supplier Code of Conduct



Quality & Compliance



Business Process



Responsible Sourcing



Audit & Compliance

1 Quality & Compliance

At Oscar Mayer, quality is paramount in our mission to excel as a top supplier of Chilled Meals and Convenience Foods, delivering consistently high-quality products that offer value and uphold customer satisfaction. We maintain an unwavering commitment to safety, compliance, and product quality, ensuring adherence to customer specifications and legal standards. Our rigorous quality management system, aligned with the BRC Global Food Standard, is continuously reviewed and enhanced by site management teams. Through systematic monitoring and analysis, we drive ongoing improvements in food safety, quality, and customer satisfaction. Training and fostering a culture of quality and safety among our colleagues are central to our operations, demonstrating our dedication to meeting and surpassing regulatory and customer requirements.

1.1 Quality Standards

At Oscar Mayer we operate with a focus on farm to fork. Our chefs and new product development teams work closely with our procurement teams to ensure access to high quality raw materials at competitive prices. As well as high quality ingredients, we partner with our carefully selected suppliers to deliver great tasting, nutritious products to our customers.

As a leader in fresh food manufacturing, we have a duty of care to consumers to ensure everything we produce is focused on quality and safety. With the ever-growing demand for healthy, convenient products we are working with our customers & suppliers to find solutions. As well as innovating in diet & lifestyle ranges, we are actively reducing the amount of fat and salt and minimising the amount of sugar within all our products without compromising on quality or flavour.

1.2 Quality Acceptance

Agreed specifications will be in place for raw materials and packaging to confirm that they are appropriate and accurate, and to ensure compliance with relevant quality, safety and legislative requirements. For food raw materials, an Oscar Mayer Group format specification is required to be completed by suppliers.

Oscar Mayer site colleagues will inspect raw materials and packaging on receipt, as appropriate to the nature of the goods, the agreed specification, and Oscar Mayer sites' further use of. Where agreed as part of the specification, Certificates of Analysis or Conformance will be received from suppliers as appropriate to the goods provided, and as per the agreed timeframe. Raw materials that do not meet the agreed specification criteria will be rejected and returned to the supplier. A Rejection Notice will be raised and emailed to the supplier providing all relevant details and requiring the supplier to confirm action taken in response. Quality Alerts will be raised for more minor issues and emailed to the supplier providing all relevant information.

The quality performance of suppliers is formally monitored both at individual Oscar Mayer Site level and at wider Oscar Mayer Group level, with information shared across all applicable Oscar Mayer departments & colleagues. Where a given suppliers quality performance has been assessed as adverse, or where continuing rejection or Quality

Alert trends have been identified, Oscar Mayer Procurement and Supplier Assurance colleagues will review data with the supplier and jointly agree an appropriate corrective action plan.

2 Business Process

2.1 Forecasting

At Oscar Mayer, we pride ourselves on our ability to be agile and flexible to our customers' demands and the supply chain demands which come with our FMCG chilled industry. We expect our suppliers to adopt this flexible and agile approach to help us succeed.

We will work with you to best manage the volatility inherent in our industry, to do this we will provide all suppliers with a 12-week forecast weekly to all our suppliers. This is built from our factory production plans and sales forecast and is based on the sales forecasts we receive in turn from our retailer partners. If we become aware of issues which will affect the forecasts, our lead buyers will be amongst the first to know and will liaise with your team to best manage the situation. We want to know your constraints and will work together to ensure your lead times can fit into our forecasting models to ensure the supply chain is optimised for both parties.

2.2 Payment Process

2.2.1 Every item received on site **MUST** have a Purchase Order (PO) against it either through our JBA system or manual PO.

2.2.2 All deliveries to our sites will be booked into our JBA system and receive a GRN.

2.2.3 Oscar Mayer expects to settle all invoices using electronic bank payments. All invoices should include the bank details to be paid and state the agreed payment terms in line with our contract with you.

2.2.4 No change in bank account details will be processed until Oscar Mayer have been able to speak to a known contact at the supplier to conduct anti-fraud checks. No

changes will be made solely based on written communications. All changes in supplier bank details require internal authorisation before the change is processed. Therefore, suppliers are recommended to allow sufficient time for these anti-fraud and confirmation checks to occur between initial notification of a change in bank details and Oscar Mayer commencing payment against these.

2.2.5 Invoice Queries should be directed to the finance team at the Oscar Mayer site the goods/services were supplied to in the first instance.

3 Responsible Sourcing

3.1 Sustainability

Our customers' desires for healthy and environmentally sustainable food are growing, with concerns regarding packaging, food waste, and climate change taking precedence. The food industry's impact on climate change and environmental decline remains significant, necessitating immediate action to curb deforestation, decrease reliance on pesticides and antimicrobials, minimize excess fertilization, enhance animal welfare, and

reverse biodiversity loss. Addressing these trends is crucial to averting future food security challenges.

To secure a sustainable future amidst rapid global changes, it is imperative that we confront these challenges, and partnerships play a pivotal role in our responsible sourcing endeavours. Oscar Mayer seeks to establish a 'Green Alliance' with our supply chain partners, adopting a comprehensive farm-to-fork approach to collectively address major issues. Embracing positive transformation hinges on strengthening our supply chain relationships, fostering collaboration, and facilitating the exchange of ideas.

The role of food packaging in the sustainability of food systems cannot be overstated. At Oscar Mayer, we are committed to supporting the adoption of innovative and sustainable packaging solutions. Through strategic partnerships, we aim to drive transformative change towards a circular economy for plastics. Our focus is on developing packaging options that utilize environmentally friendly, reusable, and recyclable materials, thus contributing to the reduction of food waste. We prioritize the elimination of single-use packaging wherever feasible, while ensuring the safety of our food products.

Recognising the significant carbon footprint associated with transportation and food miles, we seek to enhance our operational and supply chain efficiencies through collaborative efforts with our suppliers. Together, we endeavour to establish shorter supply chains that are more efficient and environmentally sustainable, thereby reducing carbon emissions. Leveraging the capabilities of SEDEX, we are committed to reviewing our suppliers' environmental commitments and working closely with them to enhance their environmental performance and scores.

3.2 Animal Welfare

At Oscar Mayer we care about animal welfare and are committed to improving standards across our global supply chains. Oscar Mayer use egg, dairy, fish and a variety of meat and poultry as ingredients in the products we produce. We share consumer, government and stakeholder concerns about the welfare of animals used in food production and we recognise the vital link between animal welfare standards and the quality and safety of food.

Oscar Mayer recognises the internationally accepted "five freedoms" as applied to animals and promoted by the World Organisation for Animal Health:

- Freedom from Hunger and Thirst – by ready access to fresh water and a diet to maintain full health and vigour.
- Freedom from Discomfort – by providing an appropriate environment including shelter and a comfortable resting area.
- Freedom from Pain, Injury or Disease – by prevention or rapid diagnosis and treatment.
- Freedom to Express Normal Behaviour – by providing sufficient space, proper facilities, and company of the animal's own kind.
- Freedom from Fear and Distress – by ensuring conditions and treatment, which avoid mental suffering.

You must ensure that all materials derived from animals which are used in the products we manufacture will fully comply with all regulations and laws applicable to animal welfare. We fully support the role of third-party standards such as the Marine Stewardship Council (MSC) and the RSPCA.

4 Audit & Compliance

We require all suppliers to be certified to a Global Food Safety Initiative (GFSI) standard, such as the British Retail Consortium (BRC), to ensure the highest level of food safety and quality in our supply chain.

As an AB SEDEX member, Oscar Mayer has access to the SEDEX (Supplier) Risk Assessment Tool (RADAR) for evaluating our supply chains. We require that you provide us visibility into your information on SEDEX, including SAQs and ethical audits, enabling us to utilize RADAR to assess supplier information. This assessment yields outcomes such as Site Characteristics Rating, Inherent Risk Rating, and Combined Overall Risk Rating categorized as low, medium, or high risk.

We conduct audits of all our suppliers and reserve the right to conduct unannounced audits to ensure compliance with our standards, including certification to a Global Food Safety Initiative (GFSI) standard such as the British Retail Consortium (BRC), ensuring the highest standards of food safety and quality throughout our supply chain. Any instances of non-compliance are treated with utmost seriousness, potentially resulting in the exclusion of suppliers from the Oscar Mayer supply chain. For supply chains where Oscar Mayer has not yet conducted audits, such as New Zealand Lamb, we rely on compliance to the NZ Farm Assurance Scheme.

If a non-conformance is discovered during an audit, the primary responsibility lies with the supplier to investigate its root cause thoroughly. We collaborate with the supplier to agree upon corrective actions, which they subsequently implement. We then verify the effectiveness of these actions. Depending on the nature of our findings, we will collaborate with our suppliers to address the issue within an agreed-upon timeframe. However, if we remain dissatisfied with the outcome, we will discontinue trading with the supplier.

Our central Procurement Team overseeing meat, dairy, and seafood, in collaboration with the ESG Strategy, collectively bear the overarching responsibility for ensuring animal welfare throughout our supply chain.