

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

Oscar Mayer Sourcing Code of Conduct



Document:	OM Sourcing Code of Conduct
Issued By:	Amanda Wright
Issue Date:	22 nd April 2024
Authorised By:	Ian Toal
Version Number:	OMSCOC01

Amanda Wright

Oscar Mayer

4/3/2024

Version – OMSCOC01

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Technical Supply Chain Policy

The Technical and Supply Chain requirements for supplying into Oscar Mayer underscore the importance of sourcing from suppliers who adhere to internationally recognised standards to ensure the provision of safe, legal, and high-quality products in accordance with agreed specifications. It is imperative for suppliers to have a comprehensive understanding of and compliance with UK/EU legislation, as well as any other specified compliance standards relevant to the products being supplied. Recognising the paramount significance of sustainability across social, environmental, and economic dimensions, Oscar Mayer emphasises the integration of these principles into its supply chain practices, guided by its four pillars for sustainability. Suppliers are expected to prioritise sustainability in their business operations, aligning with Oscar Mayer's commitment to responsible and sustainable sourcing throughout the entire supply chain. By collectively embracing sustainability principles, we can work towards building a more resilient and sustainable food system for the future. Our policy mandates that suppliers adhere to a GFSI Standard certification.

Sustainable Supply Chains

At the heart of our sustainability efforts lies our commitment to four pillars: Impactful Sourcing, Respect for Our Planet, Collaborative Action, and Enhanced Transparency. These pillars serve as the foundation of our Sustainability Plan and are integral to our supply chain requirements. As a global buying company, we understand the diverse challenges that come with managing varied supply chains and sourcing practices. However, we also recognise the imperative of taking responsibility for these challenges. We expect our suppliers to share this perspective and actively work towards embodying these four pillars in their operations. By collectively prioritising impactful sourcing, respecting our planet, fostering collaborative action, and enhancing transparency, we aim to ensure the sustainable sourcing of materials into the future. It is through these concerted efforts that we can forge a more sustainable and resilient supply chain ecosystem for generations to come.

Impactful Sourcing

At the core of our supply chain philosophy is the commitment to impactful sourcing practices across all tiers of operations. We hold our suppliers accountable for upholding the well-being of their employees and the communities they operate in, advocating for safe, fair, and ethical working conditions at all times. To ensure alignment with these principles, we endorse and support adherence to the Ethical Trade Initiative (ETI) Base Code.

As part of the Oscar Mayer Sustainability Plan, we mandate that all processing site, agents, and brokers supplying to us register with SEDEX and link their information to Oscar Mayer, reinforcing our dedication to transparency and accountability in our

supply chain practices. Through these measures, we aim to cultivate a supply chain ecosystem that not only delivers high-quality products but also prioritizes social responsibility and ethical conduct, driving positive change within the industry and beyond.

Respect of our Planet

Fostering environmental sustainability is paramount to securing the long-term viability of the supply chains that underpin our business operations. Recognising our responsibility to identify and mitigate our environmental footprint, we are committed to taking proactive measures to minimise our impact on the planet. In line with this ethos, we hold our suppliers to similar standards, expecting them to prioritise environmental stewardship and adopt practices that promote responsible production and consumption. We are dedicated to supporting our suppliers in this endeavour, advocating for goals and initiatives aimed at reducing negative environmental impacts and fostering a culture of respect for our planet throughout our shared supply chain. Together, we strive to create a more sustainable future for generations to come.

Collaborative Action

Collaborative projects play a pivotal role in addressing the modern-day sustainability challenges pervasive throughout the global food industry supply chains. We anticipate active participation from our suppliers in these projects, as they serve as platforms for promoting best practices and collectively tackling key industry issues. Moreover, we encourage our suppliers to actively engage in sharing their challenges and perspectives, fostering closer working relationships, and facilitating continuous improvement in practices. By working together, we can drive meaningful change and progress towards a more sustainable and resilient food system, benefiting both the industry and the broader global community.

Enhanced Transparency

Strengthening partnerships with our suppliers is integral to advancing sustainability initiatives effectively. By cultivating robust relationships, we can gain deeper insights into our suppliers' current practices while ensuring they understand our sustainability goals and expectations. We expect our suppliers to collaborate with us in pursuit of these goals, demonstrating a shared commitment to sustainability and promoting transparency throughout our supply chains.

This collaborative approach enables us to work closely with suppliers, facilitating the sharing of best practices and key information when needed. Through open communication and mutual support, we can foster a culture of continuous improvement and drive positive change towards a more sustainable future.