



**Cargill Aqua Nutrition
Supplier Code of Conduct Communication**

Occupying a critical part of the value chain in farmed fish and shellfish, Cargill Aqua Nutrition (CQN) applies high ethical standards for controlling our environmental and social impacts. As laid out in the CQN Responsible Raw Material Sourcing Policy, we promote the same high standards to our suppliers to make the supply chain more sustainable, balancing our role in feeding the world today with the needs of future generations to come.

The Cargill Animal Nutrition Supplier Code of Conduct sets out the minimum standards that CQN expects from our suppliers and their suppliers and contractors in turn. It is the responsibility of our suppliers to address their supply chain with a similar approach and we strongly encourage them to do this. The transparency of this requirement will help to develop greater engagement throughout the value chain, building trust in the end products.

In addition to the Code of Conduct our preferred suppliers should be able to document that their raw materials meet food safety and regulatory compliance of our products and are responsibly sourced (*CQN Responsible Raw Material Sourcing Policy*), where applicable, through an internationally recognized environmental certification scheme that allows third party audits.

Suppliers in breach of basic ethical standards can be rejected as a supplier of CQN, and can be disqualified from future tenders. Moreover, while every case is different, if CQN determines an existing supplier to be non-compliant with our standards for ethics or corporate social responsibilities, it may terminate the supplier relation.

Thank you for helping us achieve our goal of providing high-quality, safe products every time, everywhere to ensure our customers *thrive*.

Reference documents:

CAN Supplier Code of Conduct

CQN Raw Material Sourcing Policy

Supplier Company Name

Supplier Representative

Date

Signature



Cargill Animal Nutrition Supplier Code of Conduct

Cargill Animal Nutrition (CAN) has acted on the belief that doing the right thing sets the foundation for long-term success. This culture is grounded in Cargill's Guiding Principles¹, which serve as the foundation for our ethical and compliance standards for conducting business throughout the world. We believe supply chains that support the global food system must be sustainable, balancing feeding the world today with the needs of future generations. Such a goal can only be achieved with the cooperation of all our supply chain partners.

For that purpose we have issued this Code of Conduct. It enables us to engage with our suppliers on sustainability and responsible sourcing issues related to their operations, and to set minimum criteria that must be met. We will only source from suppliers that comply with the rule of the law and which conform to the criteria set out in this Code of Conduct. We expect each supplier to adhere to the standards set forth in this Code of Conduct, and to notify us immediately in the event of any change that would cause such supplier to be non-compliant.

We strongly encourage our suppliers to engage with their supply chain on the principles of this Code of Conduct. Where we purchase from non-producing suppliers (e.g., trader, distributor, broker, exporter, agent, etc.) the non-producing supplier shall communicate this Code of Conduct to the actual producer. Furthermore, suppliers are responsible for educating and monitoring their vendors, subcontractors and independent contractors.

The Code of Conduct:

1. Transparency

Supplier will adopt a transparent approach to working with CAN by sharing all relevant information to allow CAN to assess supplier's compliance with the principles of this Code of Conduct. When requested during vendor evaluation process, supplier must disclose the geographical location of facilities producing raw materials or ingredients for CAN, as well as the origin of raw materials within the supplier's own supply chain.

2. Legal Compliance & Ethical Business Practices

Supplier will conduct its business in accordance with the highest standards of ethical behavior and in accordance with all applicable laws and regulations, including licensing, environmental and human rights laws. Supplier will maintain accurate books and records demonstrating compliance with such laws and these standards. Supplier will compete fairly and ethically for CAN's business, without any illegal or improper inducements or advantages. Supplier will maintain the confidentiality of CAN's intellectual assets, and other confidential information. Supplier will honor its contractual commitments and obligations.

3. Environmental Management

Supplier will comply with all applicable environmental laws and regulations. Furthermore, whether or not required by law, supplier will take appropriate measures for the responsible management of the environmental impacts of its operations, such as resource use, discharge and waste. Supplier will continuously improve its environmental performance.

¹ Cargill Ethics & Compliance (Our Guiding Principles):
<http://www.cargill.com/company/ethics-compliance/index.jsp>



4. Food Safety and Quality Management

Supplier will comply with all food safety laws and regulations in the countries of operation, manufacturing, and final destination. If applicable, supplier shall keep and maintain adequate food, feed and product safety control plans. Supplier must provide product according to its specification and the product must be safe for its intended use. Supplier will produce products of the highest quality.

5. Health and Safety

Supplier will comply with all applicable laws pertaining to health and safety in the workplace. Supplier will provide safe, healthy and hygienic working conditions for its employees.

6. Human Rights and Labor Practices

Supplier will observe basic human rights and labor practices that adhere to these conditions:

- Freely chosen employment – no bonded or slave labor
- Freedom of association and the right to collective bargaining
- No child labor as according to local laws and regulations and the ILO Minimum Age Convention No. 138²
- No discrimination – fair and equal treatment for all employees
- No harsh or inhumane treatment or other forms of harassment
- No excessive working hours
- Fair wages for all employees, meeting or exceeding minimum wage requirements in the country of operation
- Migrant laborers are treated to the same standards as other workers
- Rights of indigenous people are respected

² ILO International Labor Standards:

www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm