



ID: 3769	Sustainability policy (ENG)		
Utarbeidet av: Ingvild (150)	Ver.: 2	Gyldig fra: 15.02.2023	

FoodMan AS strives to have sustainable business practices that respect people, society, and the environment. This sustainability policy, including FoodMans Code of Conduct, forms the basis of our sustainability work. FoodMan AS works actively with our sustainable development goals, based on the UN's Sustainability Goals. FoodMan AS is a proud member of, and a supporter of Ethical Trade Norway.

Requirements relating to own business

FoodMan AS acknowledges that our business practices may have possible negative impact on people, society, and the environment. At the same time, we see our potential to contribute to positive developments in the supply chain. Based on this, we have compiled the following requirements:

Ethical Trade:

- Due diligence

FoodMan AS shall conduct due diligence. Due diligence shall reveal negative impacts on people, society and the environment. In the event of nonconformities, measures shall be implemented to stop, prevent and reduce such impact. The measures are monitored and assessed the effect of, and communicated to, those affected. Where our activities cause or contribute to negative impact, we shall cease this activity and we will seek to recover the damage.

- Responsible purchasing practices

FoodMan AS considers responsible purchasing practices to be one of our most important tools in the work for sustainable business practices. We will adapt our own purchasing practices so that we strengthen, and not undermine, suppliers' ability to deliver on the requirements we set to ensure good conditions for people, society and the environment. We will strive for long-term relationships with suppliers who show willingness and ability to work with positive developments in the supply chain.

- Supplier development and partnerships

In dialogue with suppliers, we will, if necessary, consider contributing relevant competence enhancement or resources that enable our suppliers to comply with FoodMan AS's requirements. By working this way, we lay the foundation for good cooperation with suppliers who show willingness and ability to work with positive development for people, society, and the environment in the supply chain.

- Anti-corruption

FoodMan AS, including all employees, shall never offer or receive illegal or improper monetary gifts or other remuneration to obtain business or private benefits for its own part or benefits for customers, agents, or suppliers.

- Countries under trade boycott

FoodMan AS, including our suppliers and partners, shall avoid trading partners whose activities are in countries that are subject to a trade boycott by the UN and/or Norwegian authorities.



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- Requirements relating to conditions in the supply chain

We expect our suppliers and partners to work purposefully and systematically to comply with our requirements, including the Code of Conduct, which covers fundamental requirements for human rights, labour rights, anti-corruption, animal welfare and the environment.

Health, safety, and environment

FoodMan AS shall comply with the authorities' environmental requirements and work continuously to develop processes, products and practices that reduce the impact on the environment. The use of energy, water, consumption and waste shall be monitored and reduced. We will increase environmental awareness among employees through information and training.

- Environmental accounting

We will keep environmental accounts to reveal our environmental footprint. We must make conscious choices and be aware of the impact our choices make on our environmental accounts.

- Reduce energy consumption

We will monitor our energy consumption and make conscious choices in connection with new investments and maintenance work on equipment that affects our energy consumption.

- Human Resources

FoodMan AS shall be a company with safe workplaces, with a good working environment and low injury rate. This requires FoodMan to maintain a high level of activity when it comes to health and safety issues. To achieve this goal, managers at all levels are responsible for HSE work within their area of responsibility, and HSE work is prioritized on a par with productivity, quality, and finances.

- Free unionization and workers' presentation

FoodMan AS supports the right to free trade unionisation and other forms of democratically elected workers' representation. We will involve workers' representatives and other relevant stakeholders in our work on sustainable business practices. It shall be ensured that workers can report violations of their labour rights and violations of health, safety, and environment policies in the workplace.

Reduce consumption

- Waste reduction

Our responsibility to reduce waste involves both an overarching tactic and overall responsibility for detailed follow-up in our internal processes. By measuring the amount of waste every week, we can actively work on reducing measures at all levels, from purchasing to finished goods. We will strive to not buy more than we need and always be aware of how we use our input factors in production. Our processes should minimize the risk of products expiring before they are consumed. Food waste will always be donated/passed on, so-called redistribution of food, if possible. If the food can't be consumed by humans, it should always be passed on to animal feed.



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- Responsible consumption

We will have a conscious attitude to the use of disposable items in our factory. We will actively find solutions that reduce the need for the use of disposable items where possible. We will work for new sustainable solutions for single-use items that reduce the need to add more waste to the environment.

Recycling

- Waste management

Food waste/oil is seen as a resource and our goal is for this to become a marketable commodity. Fractions of all waste must be sorted as carefully as possible so that it can be recycled.

- Use of sustainable packaging/packaging materials

Through our packaging suppliers, we will follow the development of recyclable and more environmentally friendly packaging for our products. In the long term, we want all packaging to be recyclable.

Requirements - conditions in the supply chain

We expect our suppliers and partners to work focused and systematically to comply with our guidelines for suppliers, hereunder our code of conduct, that covers fundamental requirements on human rights, labor rights, anti-corruption, animal welfare and the environment. Our suppliers shall:

- Follow our guidelines for suppliers hereunder the code of conduct.
- Conduct due diligence for responsible business conduct. This involves; conducting risk assessments to identify potential negative impact on people, society and the environment and to stop, prevent and reduce such impact. The measures put in place must be monitored and their effect evaluated. The measures taken must be communicated to those affected by your actions. If the supplier is responsible for the negative impact/damage, they are responsible for providing remedy.
- Show willingness and ability to continuous improvement for people, society and the environment through collaboration.
- At the request of FoodMan AS be able to document how they, and potential subcontractors, work to comply with the guidelines.

If the supplier, after several requests by FoodMan AS, does not show the willingness or ability to comply with the guidelines for suppliers, the contract may be cancelled.