

Supplier Code of Conduct

At Handi Foods Ltd., we are committed to conducting business with integrity, fairness, and respect for human rights. We believe that ethical and sustainable practices are essential to maintaining the trust of our customers, employees, and business partners.

This Supplier Code of Conduct sets out the standards and expectations we uphold across our supply chain. All suppliers, contractors, and service providers—whether direct or indirect—are expected to share our commitment to responsible business practices, including respect for labour rights, safe working conditions, environmental stewardship, and zero tolerance for forced or child labour.

By working together under these shared principles, we can build long-term partnerships that promote transparency, continuous improvement, and positive social and environmental impact throughout our supply network.

1. Legal Compliance

Suppliers must comply fully with all applicable local, national, and international laws. Where local laws are less stringent than this Code, suppliers are expected to adhere to the higher standard. Failure to meet these requirements may result in termination of the business relationship with Handi Foods Ltd.

2. Forced Labour or Modern Slavery

Suppliers must not use or support any form of forced labour or Modern Slavery, including bonded and involuntary. All employment must be voluntary, in accordance with ILO Conventions No. 29 and No. 105.

3. Child Labour

Workers under 18 years of age must not engage in work that endangers their health, safety, or moral development, in line with ILO Convention No. 138. If a deviation is discovered, every effort must be made to reunite the child to their parent or legal guardian.

4. Health and Safety

Suppliers must provide safe and hygienic working conditions. Facilities should include adequate sanitation, potable water, safe eating areas, proper ventilation, lighting, and temperature control. Emergency preparedness and safety measures for equipment, machinery, and chemicals must be in place. If housing and transportation is provided by the company, it must be clean, safe, and appropriate.

5. Non-Discrimination

Workers must not face discrimination based on race, color, religion, gender, national origin, age, disability, sexual orientation, marital status, or other protected characteristics. Employment decisions must not rely on unrelated medical or pregnancy tests.

6. Harassment and Abuse

Workplaces must be free from harassment, abuse, or coercion, including sexual, physical, or emotional mistreatment. Suppliers must protect workers from retaliation when reporting concerns in good faith.

7. Freedom of Association and Collective Bargaining

Workers have the right to freely associate and to join organizations of their choice, including unions. Suppliers may not interfere with, discriminate against, or retaliate against workers exercising these rights.

8. Wages and Benefits

Suppliers must provide compensation and benefits that meet or exceed legal requirements, or where absent, align with industry standards. Workers must be paid for all hours worked, including overtime at the legally required premium rate.

9. Hours of Work

Regular work hours must not exceed 44 hours per week. Overtime must be voluntary and structured to maintain humane and productive working conditions.

10. Grievance Mechanism

Suppliers must establish a secure and easily accessible channel for their employees to confidentially report any concerns or violations. It is imperative that workers are able to utilize this mechanism without fear of intimidation or reprisal. Retaliation against any individual who raises concerns in good faith shall be strictly prohibited.

11. Environmental Responsibility

Suppliers must comply with all environmental laws in the region and maintain documented policies to promote sustainable management of natural resources.

12. Anti-Corruption and Ethical Conduct

Suppliers must not engage in bribery, improper payments, or actions that could influence Handi Foods' personnel improperly. Conflicts of interest must be disclosed immediately. Compliance with anti-corruption laws is mandatory.

13. Management Systems

It is imperative that suppliers implement robust systems to ensure adherence to this Code and all pertinent laws. Furthermore, all workers must be legally authorized to work and provided with employment contracts or documentation in a language they fully comprehend. Suppliers are required to collect and securely maintain proof of age and work authorization for all employees. It is crucial to emphasize that under no circumstances should the original documents of any employees be collected or retained by the supplier at any time.

14. Subcontracting

Suppliers are responsible for ensuring that their subcontractors (if any), agents, suppliers, or affiliates comply with this Code. Any subcontractors must be disclosed in writing to Handi

Foods before they take over any part of the manufacturing process. Handi will perform assessment and grant approval.

15. Access and Audits

Suppliers must allow Handi Foods or its authorized third-party auditors (if any) to verify compliance with this Code. Documentation demonstrating compliance must be maintained and provided upon request.

Violations to any aspect of this code can be reported to qa@handifoods.com and purchasing@handifoods.com

President and CEO

Novoconn

Brian Arbique

B8034E47-1A8F-4CAD-93C0-0246FDBC7FC0

Brian Arbique
Handi Foods Ltd.
November 3, 2025