



Creating moments of joy through food.

## Kinrise Supplier Code of Conduct

### Our Values and Commitments

At Kinrise, we are driven by our purpose and mission.

Our **purpose** is to proudly bring families together with delicious homegrown food we've made with care.

Our **mission** is to create moments of joy through food.

We also believe that how we achieve our results is as important as the results we achieve so we are committed to championing and living our five core values:



As Kinrise continues to grow, so does our responsibility to each other, our communities and our consumers. We are committed to respecting human rights and implementing responsible workplace policies and practices. We expect all our supply chain partners to have those same commitments.

This Supplier Code of Conduct sets out the requirements and standards which Kinrise requires all our suppliers to meet. This Code will apply to all suppliers. Kinrise reserves the right to verify compliance with this Code and to terminate any contract, arrangement or understanding if the supplier does not comply with this Code.

### Obey the Law

Comply with all local and national laws that apply to your business operations and your dealings with Kinrise.

### Act with Business Integrity

Conduct your business with honesty, integrity and commitment to the highest standards of ethical conduct. Do not engage in, encourage, or permit unlawful or unfair trade practices or any method of obtaining undue or improper advantage, including bribery, corruption, extortion or embezzlement.

### Respect Human Rights

Do not engage in any form of modern slavery as defined in the *Modern Slavery Act 2018* (Cth) and local laws. Adhere to international human rights laws and principles\*.

### Protect the Environment

Conduct your business to protect and preserve the environment.

### Provide a Safe and Healthy Workplace

Provide a secure, safe and healthy workplace. Minimise the risk of accidents, injury and hazards inherent in the working environment.

### Salary and Working Conditions

Pay your employees fairly, relative to industry and local standards and at least in accordance with all relevant laws and agreements. Make sure your employees' working hours are not excessive such that their health or safety are negatively impacted and comply with all laws in relation to work hours and overtime.

### Respect Employees' Rights to Freely Associate and Collectively Bargain

Recognise and respect your employees right to freely associate, organise, and bargain collectively. Do not discriminate or retaliate against employees who exercise these rights.

### Maintain Grievance Procedures

Provide employees with a grievance process. Respect grievances without reprisal and ensure concerns are addressed in a timely manner.

### Do Not Discriminate

Do not engage in any form of discrimination including discrimination on the basis of age, race, colour, language, nationality, disability, ethnicity, religious belief, political views, gender, sexual orientation or marital status.

### Do Not Tolerate Harassment or Bullying

Ensure the work environment is free from actual or threatened harassment, abuse, bullying, and intimidation, whether physical, psychological, verbal, sexual, or otherwise.

### Implement Appropriate Management Systems

Develop and implement systems to ensure compliance with the law, this Code and respect for all human rights.

Use of the term "Kinrise" in this Code refers to Kinrise Pty Ltd ACN 143 389 404 and its related entities, Burst Foods Pty Ltd t/a Cobs Fine Foods ABN 67 619 846 114, The Cake Syndicate Pty Ltd t/a Susan Day Cakes ABN 19 150 924 726 , Propax Pty Ltd t/a Ozpack ABN 16 101 942 312, Green's General Foods Pty Ltd ABN 56 001 553 564 , and Green's Biscuits Pty Ltd ABN 26 167 337 439.

\* This includes the *United Nation Global Compact*, the *United Nation Universal Declaration of Human Rights*, the *1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work*, the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*, the *Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour*, and the *ETI Base Code*.

If you have any queries about this Code, please contact Kinrise on [suppliercode@kinrise.com.au](mailto:suppliercode@kinrise.com.au).

