

J.C. Fridlin – Supplier Code of Conduct

Dear Partner, Supplier and Trader

J.C. Fridlin AG has been an active partner in the spice trade for almost 250 years. Tradition and partnership development are fundamental to us. As a supplier, you are involved in these efforts. We therefore ask you to support our efforts and validate the following supplier code of conduct. We are aware that not all points can have the same priority. Nevertheless, we ask you to consider these fundamental guidelines.

Scope

This supplier code of conduct applies to all suppliers providing J.C. Fridlin with raw materials, expertise, and related services. It defines the basic minimum requirements within the ‘**Fridlin Spice Partnership 2030**’ Initiative for our suppliers and complements the obligations of the suppliers within the framework of applicable laws and contractual agreements.

In the plan, J.C. Fridlin emphasizes five key pillars that address the three dimensions of sustainability: economic, ecological, and social.



Sustainable
Ingredients



Nature and Cultivation



Social Standards



Good Agricultural
Practices



Technology as
enabler

We rely on continuous improvement and expect this from our suppliers. We strive to apply optimal practices in all areas.

The Code defines the minimum requirement that J.C. Fridlin AG is expecting from their suppliers. The Code is closely aligned with the European Spice Association (ESA)ⁱ. ESA is an umbrella organisation and brings together the expertise of this wide group of people to promote the use of pure, safe and wholesome herbs and spices that are true to name and provide the quality and safety that is expected by the consumer.

The J.C. Fridlin code of conduct for responsible sourcing is materially based on the UN Declaration of Human Rightsⁱⁱ, the UN Convention of the Rights of the Childⁱⁱⁱ, the UN guiding principles of Business and Human Rights^{iv}, the UN Global Compact Principles^v, the OECD Guidelines for Multinational Enterprises^{vi} and the core standards of the International Labor Organization (ILO)^{vii}.

(1) Compliance with the law

Suppliers shall as a minimum requirement comply with national and international legislation in the markets they operate.

(2) Business ethics

All form of corruption, bribes, money laundering, as well as all forms of mis presentation and adulteration are prohibited.

(3) Child labour

Child labour must not occur. Every child shall be protected from economic exploitation or from any work that may be harmful to the child’s physical and mental health or have a negative impact on the child’s development and education.

(4) Forced labour

No form of forced labour or labour linked to any form of punishment is permitted. Documents related to employment shall be at the employee's disposal in a language understandable by the employee. In the work documents related to the employment the statutory severance when the employment ends shall be clear. The employee shall have the right to leave the workplace after completion of working hours and, if so wished, terminate the employment after a reasonable period of notice. No employees may be forced to deposit identification papers in the hands of his/her employer. Should a deposit of identification papers be demanded by national law shall these be at the employee's disposal at any time.

(5) Non-discrimination

Any form of discrimination, on the ground of race, age, religion, caste, national origin, ethnic minority, disability, political affiliation, sexual orientation, intimidation, oppression, or harassment is forbidden. Disciplinary measurements shall be fair, clear, and communicated to all employees in an understandable language.

(6) Freedom of association and Collective bargaining

Employees shall have the right to organize themselves in the unions they wish and have the right to collectively negotiate wages and remuneration. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder, the development of parallel means for independent and free association and bargaining.

(7) Working hours

Working hours shall comply with national laws or collective agreements and it is strongly recommended that regular working hours do not exceed 48 hours per week. Overtime shall be voluntary and always be compensated at a premium rate and limited unless differently regulated by a collective agreement or by national law. Recommended maximum overtime is 12 hours per week. Proper provision must be made for workers' rest and sleep, with breaks, rest periods and holidays in compliance with national legislation.

(8) Wages

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards. In any event wages should always be enough to meet basic needs and to provide some discretionary income. Details and wage conditions shall be clear and communicated to all employees in a language he/she understands before the employment may start. A transparent and reliable system for records of working hours and wages shall be in place. Wages shall be timely paid. Deduction from wages as disciplinary measure shall not be permitted.

(9) Working conditions

A safe work environment for all employees shall be provided. Responsibilities shall be defined and to prevent accidents and work-related injuries procedures shall be established. Employees shall as a minimum have access to clean potable water, adequate lighting, temperature, noise prevention, ventilation, and sanitation and if required to clean and safe facilities for food storage and cooking. Employers must provide essential items of appropriate protective clothing and safety equipment, free of charge to workers. Education and training concerning health and safety shall be carried out and documented on a regular basis. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

(10) Environment

As a minimum, there must be compliance with local and international legislation concerning environmental issues. There should be an active work for reduction of use of resources, energy, and emissions into air, soil and water, with specific focus on decreasing Green House Gas (GHG) emissions, protecting biodiversity, prevention of deforestation and water conservation. The use of Pesticides and other hazardous chemicals in the cultivation of Spices and Herbs should be limited as it is negatively impacting the environment in more than one dimension. A system of safe handling, storage and disposal of pesticides and hazardous chemicals shall be in place.

Conclusion

J.C. Fridlin welcomes its suppliers to join us on our sustainability journey and to adhere to the standards and guidelines outlined in this Supplier Code of Conduct. We anticipate building a prosperous and enduring partnership grounded in mutual trust, respect and common values. We firmly believe that by working closely together and striving for ongoing improvement, we can reach our ambitious sustainability targets and make a positive difference in both the lives of people and the environment across the Spice and Herbs supply chain.

We hereby acknowledge the provided Supplier Code of Conduct and commit to its implementation in our daily operations. We agree to share progress information with J.C. Fridlin if requested or during an Audit.

Vendor:

Date:

Managing Director

ⁱ <https://www.esa-spices.org/index-esa.html/sustainability-esa/code-of-conduct-1>

ⁱⁱ <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

ⁱⁱⁱ <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>

^{iv} https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

^v <https://www.unglobalcompact.org/what-is-gc/mission/principles>

^{vi} <https://www.oecd.org/daf/inv/mne/48004323.pdf>; 2011 Edition

^{vii} <https://www.ilo.org/global/lang--en/index.html>