



FrieslandCampina nir

nourishing by nature

# Business practices for business partners



Compass

At FrieslandCampina, we want to conduct our business and achieve our ambitious goals in the right way, responsibly. We expect the same from our business partners.

## **Business partner relationships**

We want to establish and maintain fair and jointly challenging relationships with reliable business partners who apply our standards. Who contribute to our goals and integrity commitments. We consistently evaluate business partner relationships with the objective of continuing improvements in all areas. Furthermore, we monitor and adhere to trade sanctions and we expect the same from our business partners.

## **Safety with respect to food and people**

We expect our business partners to apply at least all agreed and required standards for consumer health and food safety and to commit to a safe working environment.

## **Human rights**

We require from our business partners to respect and support internationally recognised human rights of all stakeholders. We do not tolerate any form of discrimination or harassment on the basis of for example race, colour, gender, sexual orientation, age, religion, political opinion, national, ethnic or social origin. Nor do we tolerate the use of child labour and forced labour.

## **Sustainability**

Our business partners must commit to running their businesses in an environmentally sound and sustainable manner. To minimise the adverse environmental impact of their processes and products and to contribute to sustainable development without reducing the ability of future generations to meet their own needs.

## Avoiding conflicts of interest

We ask from our business partners to avoid even the appearance of a possible conflict of interest and to be totally transparent with us if a conflict with more personal interests would arise.

## Gifts and payments

We do not tolerate any form of bribery. We require our business partners not to give or promise anything of value to any person or to ask anything of value from any person with the aim of receiving favourable treatment or to influence a business decision. This includes for example gifts, entertainment, (facilitation) payments and charity. Using a third party or other method to bypass this prohibition is not allowed.

## Fair competition

We require our business partners to conduct their activities in a fair and competitive manner, thereby carefully complying with competition laws.

## Fair communication

We expect our business partners to communicate in an open, respectful, and prudent manner.

## Protecting and respecting confidential information

Our business partners must make sure that all confidential information in our business relation with them is properly protected and preserved from unauthorized disclosure. This applies to our and their confidential information. Confidential information may only be used for an allowed business purpose, in a legal way and with integrity.

## Data protection

We honour the privacy rights of our business partners and expect the same from them. Our business partners may only collect, process, transmit and use personal data in so far as reasonably necessary for agreed and communicated business purposes. They must respect the confidential nature of any personal data and take responsibility to keep

such data accurate, complete, relevant and secure.

## Integrity of (financial) reporting

Our business partners have a duty to ensure that their financial and non-financial documents, records and reports are accurate, complete, consistent and up-to-date.

## Preventing of fraud

We do not accept any behaviour that is intended to deceive or mislead others. We expect our business partners to contribute to preventing fraud.

## Speak Up

If you suspect that FrieslandCampina, any of its employees or any third party that FrieslandCampina is doing business with, does not act in line with FrieslandCampina's Compass for Good Business Conduct, with these Business Practices or with applicable laws or regulations, we encourage you to speak up.

You may do this by contacting our Speak Up webservice, available through our Corporate Website: <https://frieslandcampina.com/contact/speak-up/>

Accepted and agreed to on behalf of

Full company name:

I acknowledge that I am authorized to bind this company to the terms of the FrieslandCampina Business practices for business partners

Name:

Function:

Place, date:

These business practices for business partners are made available in a number of languages. In case of any doubt, the English version prevails.



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