



AL DAHRA GROUP GLOBAL VENDOR CODE OF CONDUCT



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Message from the CEO

Dear Valued Vendor,

I am pleased to introduce Al Dahra's Vendor Code of Conduct. This revised code reflects the evolving business landscape and aligns with our core SEED values - Sustainability, Engagement, Empowerment, and Determination.

As a valued Al Dahra third party, you play a critical role in achieving our purpose: *"Sustainably feeding a growing world"*. The updated code outlines our shared commitment to ethical and sustainable practices throughout our entire value chain.

Our Vendor Code of Conduct is based on relevant international frameworks, standards and legislation governing ethical and sustainable business practices. It complements our comprehensive and binding Al Dahra Code of Conduct, which guides our employees to do the right thing and upholds our commitments to ethical behaviour and human rights. All Al Dahra employees, partners and suppliers are expected to be accountable for their actions, to collaborate to promote an ethical culture, and report promptly any potential violations.

We require our vendors, suppliers, contractors, and other representatives to follow Al Dahra's Vendor Code of Conduct or apply a similar set of sustainability policies and procedures. For that reason, our Vendor Code of Conduct is included in our procurement terms and conditions.

I appreciate your continued partnership and contributions. By working together under this updated code, we can make significant progress towards a sustainable future.

Best regards,

Arnoud van den Berg

Al Dahra CEO



Purpose

At Al Dahra, we recognize that you – our third-party partners – are core to our ability to deliver world-class animal feed and essential food commodities around the world. Our growth over the years is due in a large part to your contribution. In this Code, we outline how we can continue working together by ensuring you meet our ethical expectations and minimum environmental, social and governance standards.

Scope

All suppliers, vendors, contractors, consultants, agents, contracted farmers and other providers of goods and services who do business with or on behalf of Al Dahra ("Vendors") are expected to follow the Vendor Code and all other relevant policies as a condition of doing business with Al Dahra and its affiliates. Vendors are also expected to communicate and apply the Vendor Code and relevant policies throughout their supply chain through contractual obligations. Vendors acknowledge and agree they are solely responsible for full compliance with this Vendor Code of Conduct by Vendors' directors, officers, employees, representatives, suppliers, contractors, and other business partners.

Please read this Vendor Code of Conduct carefully. Copies of this Code of Conduct can be found at our website www.aldahra.com.

Al Dahra reserves the right to modify the content of this Code of Conduct at any time.

Overview

The Code reflects Al Dahra's business standards and sets forth what is expected of its Vendors with respect to the following topics:

1. Business Ethics
2. Health and Safety
3. Climate and Environment
4. Employment and working conditions

Business Ethics

We do not tolerate any form of bribery or corruption and only work with third parties that share our commitments to ethic and integrity.

I) Legal Compliance

Vendors must maintain awareness and conduct their business in strict compliance with the laws applicable to their business in the countries where they operate.

II) Conflict of Interest

Vendors must avoid any transactions, business deals or situations that may generate or be perceived as a conflict of interest with respect to Al Dahra employees.

When faced with a conflict-of-interest situation, Vendors shall disclose any conflict of interest or situation that could be perceived to be a conflict of interest, including the existence of any related parties within Al Dahra through the Speaking Up Platform by scanning the QR code below.

Vendors should not offer to employ someone currently employed by Al Dahra without first consulting Al Dahra.

III) Bribery and Corruption

Vendors must comply with all applicable domestic and foreign antibribery and anticorruption laws. Also, they must not offer, promise, authorize, pay, request, or accept any bribes, directly or indirectly, including but not limited to facilitating payments for their own or for Al Dahra's benefit with the intent or effect of inducing anyone to forego their duties and provide unfair business advantage for Al Dahra, the Vendor, or others. They must also implement preventive mechanisms to address corruption and fraud in their activities.

IV) Gifts and Entertainment

Al Dahra recognizes that exchanging gifts and presents is a common cultural practice in many locations where it operates. Considering that, it is allowed to offer gifts and presents worth less than USD 100.00 per year to an Al Dahra employee.

Vendors are prohibited from providing or offering gifts to Al Dahra employees that could inappropriately influence Al Dahra's business decisions or gain an unfair advantage.

V) Antitrust and Fair Competition

Vendors must uphold applicable standards of fair business, advertising, and competition. Vendors must not enter into agreements or actions that illegally restrain trade or restrict competition. Vendors must not offer our employees any confidential information about a competitor of Al Dahra.

VI) Trade Sanctions

Vendors must adhere to national and international foreign trade control laws pertaining to business transactions with countries, companies, and persons (sanctions), and the transfer of goods and services, software, or technology between countries (export controls).

VII) Data Security and Confidentiality

Vendors must adhere to data privacy laws and comply to contractual requirements on confidentiality and information security.

VIII) Intellectual Property

Vendors must respect and protect the intellectual property rights of each of the Al Dahra companies and other persons and/or entities.

IX) Books and Records

Vendors are expected to create and maintain complete and accurate records to ensure accountability and must not alter or omit any record to conceal or misrepresent the information, event or transaction documented. Records must be retained and deleted in accordance with applicable laws.

Health and Safety

We make safety, health, and security a priority everywhere, every time.

I) Safety First

Vendors must comply with all applicable health and safety laws and regulations. Vendors must ensure that all personnel working on Al Dahra premises or on any, direct or indirect, projects have received appropriate safety training relevant to the tasks they will be performing.

II) Golden Safety Rules

Vendors must adhere to Al Dahra Golden Safety Rules while working on Al Dahra premises or on any, direct or indirect, projects.

III) Hazard Identification and Risk Mitigation

Vendors are responsible for identifying potential hazards associated with their work and implementing appropriate controls to mitigate those risks. This includes providing a safe work environment for their own employees and any subcontractors involved.

IV) Personal Protective Equipment (PPE)

Vendors must provide their employees with the necessary personal protective equipment (PPE) for the specific hazards encountered while working on Al Dahra's premises or projects.

V) Incident Reporting

Vendors are required to report all work-related accidents, injuries, and near misses to Al Dahra immediately.

Climate and Environment

We are continuously striving to reduce the environmental footprint of our operations and products, from start to finish.

I) Environmental footprint

Vendors working on direct or indirect projects must adhere to all relevant environmental regulations and best practices in their operations that impact our supply chain.

II) Sustainable Practices

Vendors shall implement measures to minimize environmental impacts, such as water conservation, energy efficiency, and waste reduction.

When possible, Vendors should offer sustainable options by prioritizing providing products and services that align with our commitment to sustainability, such as recycled materials, organic inputs, and renewable energy solutions.

III) Pollution Prevention

Vendors working on direct or indirect projects must take steps to prevent pollution of air, water, and soil through responsible waste management, spill prevention, and emission control strategies.

IV) Continuous Improvement

We encourage vendors to set environmental goals by establishing measurable environmental objectives and demonstrate progress towards them.

Employment and working conditions

We create supportive and inclusive work environments that empower our people to learn, grow, and achieve success.

I) Employment Contract and Employment Practices

Vendors must comply with all labour laws applicable. Vendors must provide equal conditions of employment, compensation, access to training and workforce promotion opportunities.

II) Fair Labor Practices

Vendors must not engage in forced, compulsory, or child labour practices.

III) No Harassment, Abuse, or Discrimination

Vendors shall promote a work environment free from verbal, physical, or mental abuse, threats, violence, or any form of harassment during employment or recruitment.

Employees shall not be subject to unlawful discrimination. Employees shall not be subject to discrimination based on race, colour, age, gender, sexual orientation, ethnicity or national origin, disability, pregnancy, religion, political affiliation, or marital status.

IV) Freedom of Association

Where locally allowed, Vendors should guarantee the rights of employees to associate with trade associations, trade unions, and to organize themselves into groups of their choice, without retaliation.

Monitoring and Assessments

Vendors are encouraged to review our Code of Conduct and Al Dahra business standards on a periodic basis and designate personnel who shall be responsible for monitoring compliance with contractual obligations.

To verify your compliance, we reserve the right to audit and inspect your operations and facilities and interview workers at your site, upon reasonable notice, with your consent. Such consent shall not be unreasonably withheld. If the results of such an audit or inspection show that you do not comply with this Code of Conduct, you shall take necessary corrective actions in a timely manner as directed by us.

Speaking Up

We expect our Vendors to have a reporting system to ensure that employees can voice grievances anonymously and without fear of reprisals on any aspect of this Code.

All grievances should be investigated in a fair and timely manner. We also welcome concerns from anyone within or outside of Al Dahra if they suspect or know of any potential or actual violations of this Code. We do not tolerate retaliation against persons making reports in good faith.

You can report concerns through the channel you are most comfortable with, such as Al Dahra representatives or relationship partners, any member of management, or through the Al Dahra Speaking Up platform. The Speaking Up system is administered by an independent company and is available 24 hours a day, 7 days a week. It can accommodate calls in all languages where Al Dahra operates and offers the ability to submit a report anonymously.

Our website:
www.aldahra.com

Reporting Concerns on Al Dahra Vendor Code of Conduct and related policies
[Scan the QR code below to access Al Dahra Speaking Up platform:](#)

