



## **Vendor Social Accountability Guidelines**

DiMare Fresh is committed to conducting their business according to a set of ethical standards that include, but are not limited to, honesty, integrity, trustworthiness and respect for the unique intrinsic value of each human being. DiMare Fresh operates in full compliance with all applicable laws, rule and regulations including those relating to labor, worker health and safety, and the environment. As part of this commitment to the public and to our customers, we also require vendors that supply product to DiMare Fresh to operate, at minimum, in full compliance with the laws of their respective countries including those relating to labor, worker health and safety, and the environment and in compliance with our Social Accountability Guidelines.

Accordingly, DiMare Fresh request that you read the following expectations and sign an acknowledgement of your commitment to adhere to the following principles and standards outlined in this Guideline.

### **Ethical Principles**

Vendors shall commit to conduct their business according to a set of ethical standards that include, but are not limited to, honesty, integrity, trustworthiness and respect for the unique intrinsic value of each human being.

### **Employment Standards**

DiMare Fresh shall only approve vendors whose workers, including employees supplied by labor contractors, are present to work voluntarily, are not at undue risk or physical harm, are fairly compensated, and are not exploited in any way. Vendors and contractors must adhere to the following guidelines:

#### **Non-discrimination**

DiMare Fresh will seek business partners who make decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline, termination and retirement for all employees, including full-time, part-time and short-term employees, solely on the basis of a person's ability to do the job.

#### **Working Hours/overtime**

Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary circumstances. In countries where the maximum workweek is less, such local standard shall apply. Workers shall be entitled to at least one day off in every seven-day period.

#### **Child Labor, Anti-Slavery, Anti-Human Trafficking, Forced or Compulsory Labor**

DiMare Fresh expects all business partners to comply with all laws and regulation prohibiting child labor, slavery, human trafficking, or forced or compulsory labor. DiMare Fresh will terminate business relationships with any sources found to utilize such labor.

**Freedom of Association**

DiMare Fresh will seek business partners that recognize and respect the right of employees to freedom of association.

**Non-harassment**

DiMare Fresh will seek business partners that treat their employees with respect and dignity. No worker will be subject to any physical, sexual, psychological or verbal harassment or abuse. Vendors shall not use any form of corporal punishment.

**Fair Wages and Benefits**

Fair wages and benefits will be offered to the extent appropriate in light of national practices and conditions. DiMare Fresh will not select business partners who pay less than the minimum wage required by applicable law or who pay less than the prevailing local industry wage.

**Safe and Healthy Work Environment**

DiMare Fresh will seek business partners that strive to assure employees a safe and healthy work environment. If resident facilities are provided, they must be safe and sanitary facilities.

**Non-retaliation Policy**

Vendors must publicize and enforce a non-retaliation policy that permits workers to express their concerns about workplace conditions without fear of retribution or losing their jobs. Workers should be able to speak without fear directly to their management or DiMare Fresh representatives.