FrieslandCampina
nourishing by nature

Responsible Supplier Policy

Compass

At FrieslandCampina, we conduct our business sustainably and responsibly. We expect the same from our Suppliers.

FrieslandCampina wants to have a positive impact on people, planet and nutrition and aims to have a transparency on environmental and social sustainability matters throughout its supply chain. FrieslandCampina thus wants to establish and maintain collaborative relationships with Suppliers who apply our standards and contribute to our goals and commitments.
This includes working with Suppliers that honour FrieslandCampina's Business Practices for Business Partners, these Due Diligence requirements in our chain of activities, our Zero Deforestation and Conversion Policy and Human Rights Policy. (**Relevant Policies**).

FrieslandCampina conducts a due diligence throughout its chain of activities to identify and, where needed, prevent, or mitigate any (potential) adverse impacts on human rights or the environment. FrieslandCampina requires from its Suppliers to adhere to the Relevant Policies and implement due diligence procedures where needed.

What is Human Rights and Environmental due diligence?

A Human Rights and Environment due diligence is a risk management process for organisations. It is the process that organisations carry out to identify, prevent, mitigate, and account for how they address actual and potential adverse impacts on human rights and the environment in their own operations, chain of activities and other business relationships. Various components of the human rights and environmental due diligence have been included in international standards and legal frameworks, such as the UN Guiding principle on Business and Human Rights and OECD Due Diligence Guidance for Responsible Business Conduct. The purpose of a due diligence is preventative: organisations should prioritise due diligence to avoid causing or contributing to adverse impacts on people, environment and society. Once adverse impact is identified, the Supplier is accountable and responsible to take remedial actions to the extent possible.

What do we require from Suppliers?

Provision of information requested by FrieslandCampina

FrieslandCampina may request from the Supplier all environmental, social and governance (ESG) related information that FrieslandCampina deems necessary for its fulfilment of its due diligence and reporting obligations, and reach transparency throughout its chain of activities.

Within a reasonable period, the Supplier shall provide the requested ESG information or, if not available, sufficient explanation and/or the expected date the Supplier will be able to provide the information. As far as reasonably possible, the data shall be comparable, verifiable and understandable.

Frieslandcampina shall store the ESG information for the time necessary to comply with its reporting and due diligence obligations, including any

follow-on obligations. FrieslandCampina shall ensure that the ESG information is treated confidential and shall not be used for purposes other than its reporting or due diligence obligations, except with the Supplier's consent. FrieslandCampina will ensure compliance with the applicable laws, including its obligations under the GDPR and the applicable antitrust laws.

Implementation of human rights and environmental due diligence processes

Appropriate to the size of the Supplier's business, nature and context of the operations and value chain, the Supplier shall implement and conduct effective human rights and environmental due diligence processes. This will include, identification, prevention, mitigation, remediation and being accountable for actions to address any actual or potential adverse impacts on human rights and the environmental caused by or contributed through the Supplier's own activities, or which may be directly linked to the Supplier's operations, products or services by its business relationships.

To comply with the above commitments and obligations, the Supplier shall endeavour, to the extent reasonably possible, to include similar provisions in agreements with its business partners. This information from the Supplier's business partners can be disclosed to FrieslandCampina as part of the requested ESG information.

Implementation of grievance mechanism

The Supplier shall implement or ensure the existence of a grievance mechanism available to affected stakeholders to effectively prevent, address, investigate and remedy any actual or potential adverse human rights and environmental impacts that may occur.

Actions in case of actual or potential adverse human rights and environmental impact

In the event of an actual or potential adverse human rights and/or environmental impact has been or should have been identified pursuant to the Supplier's obligations of identification, the Supplier is required to take appropriate measures to prevent and/or mitigate the adverse human rights and environmental impacts throughout the value chain. The Supplier keeps FrieslandCampina informed on its actions to prevent and mitigate the identified adverse impacts where the adverse impact is related to FrieslandCampina's value chain.

FrieslandCampina retains the right to demand from the Supplier to take other appropriate measures and has the right, but not the obligation, to support Supplier in taking remedial actions and support relevant parties with which the Suppliers have an indirect business relationship.

Non-Compliance of Suppliers

If the Supplier has not taken appropriate actions to implement a due diligence process or appropriate take mitigating actions in the event of actual or potential adverse impacts on human rights or the environment, or has contravened FrieslandCampina's Relevant Policies, FrieslandCampina reserves the right to immediately cease business and / or implement a temporarily ban that Supplier. If the Supplier fails to remedy the adverse impact, FrieslandCampina reserves the right to terminate the business relationship.

Current Relevant Policies

The Relevant Policies, as set out below, forms an integral part of this document. Any amendment of or addition to the Relevant Policies will be communicated by FrieslandCampina to the Supplier. The latest versions of the Relevant Policies can be found on FrieslandCampina's corporate website.

Relevant Policies

- **Deforestation and Conversion Free Policy**

  FrieslandCampina is committed to ensure its sourcing, production and financial investment does not cause or contribute towards gross conversion of natural ecosystems by 2030 the latest. The Accountability Framework is our guideline for our policy, commitment, and approach. Please refer to this link for the policy.

  FrieslandCampina's Zero Deforestation & Conversion Policy

- **Human Rights Policy**

  With a global Human Rights Policy, FrieslandCampina takes the responsibility to respect the human rights of all potentially affected stakeholders throughout its value chain. Currently, nine topics are highlighted in the policy:

  - Access to water and sanitation,
  - Right to life and security
  - Freedom of association and collective bargaining
  - Child labour
  - Forced labour
  - Non-discrimination and equality
  - Right to privacy
  - Environmental impact in operations
  - Access to remedy

  FrieslandCampina's Global Human Rights Policy

Accepted and agreed on behalf of hereunder mentioned company, I acknowledge that I am authorized to bind this company to the Responsible Supplier Policy of FrieslandCampina

Full company name:

Name:

Function:

Place, date:

Signature

Royal FrieslandCampina N.V.
Stationsplein 4, 3818 LE Amersfoort
The Netherlands

T +31 33 713 3333

www.frieslandcampina.com