

## Supplier Code of Conduct

### Purpose

Our Supplier Code of Conduct reflects our commitment and shared values to act with integrity, take responsibility, and do the right thing. The purpose of this document is to communicate our expectation of suppliers to adhere to the same standards we hold ourselves to as outlined below.



### Labor

#### Human Rights

- We respect the rights of employees, known as Team Members, to freely associate for all legally protected purposes.
- We are committed to only employing individuals who meet the minimum age requirements and are legally authorized to work.
- We prohibit the use of all forms of forced labor, modern slavery, and human trafficking.
- We provide equal employment opportunities to all Team Members, and applicants for all terms and conditions of employment.
- We are committed to maintaining a work environment where Team Members are treated with dignity and respect and are free of harassment and unlawful discrimination. We protect against behavior that creates an offensive, hostile, or intimidating work environment.

#### Wages, Hours, and Benefits

- We compensate Team Members relative to the local labor market and are committed to providing fair wages and equitable benefits to our Team Members.
- We work to ensure compliance with applicable wage, work hours, overtime, and benefit laws.

#### Reporting Concerns.

- We support honest, open communication, and encourage Team Members to report concerns through our various reporting mechanisms without fear of retaliation. If you suspect or know about misconduct while conducting business with George's Inc., we expect you to notify [ethics@georgesinc.com](mailto:ethics@georgesinc.com).



### Compliance

#### Legal Compliance

- We comply with applicable laws, rules, and regulations where we operate and conduct business.

#### Confidential Information

- We protect confidential business information from unauthorized disclosure and misuse.
- We only disclose information if we are permitted to do so under company policies and applicable data privacy laws.

#### Gifts & Entertainment

- We base our business relationships on trust, transparency, and accountability.
- We never solicit, offer, or accept any form of payment or incentive intended to improperly influence a business decision.
- We only exchange occasional and reasonable gifts. We are not allowed to exchange cash or cash equivalents, including gift cards regardless of value or anything of value with a government official.
- We also prohibit all forms of corruption, including bribes and kickbacks.

#### Free & Fair Competition

- We believe in free and fair competition that is vigorous, ethical, and based on merit. We comply with all applicable laws, rules, and regulations that govern the way companies compete.



### Operations

#### Health & Safety

- We are committed to operating in a safe, responsible manner, that respects the wellbeing of our Team Members, the community, and our business partners.
- We will not compromise our health and safety values for profit or production goals.
- We expect and encourage Team Members to complete required training and report potentially unhealthy or unsafe conditions or behaviors as they witness them without fear of retaliation.

#### Animal Welfare

- We are committed to the health and safety of the animals we raise and treat them with care and respect throughout their lives.

#### Food Safety and Quality Management

- We are committed to delivering safe and high-quality products to our customers.
- We comply with government regulations and our food safety and quality management program throughout the production process.

#### Environment

- We believe in the importance of environmental protection through compliance and continuous improvement.
- We are committed to a program that minimizes our impact on the environment and improves the usage and conservation of resources.