



Social Responsibility

Ethical Sourcing and Social Responsibility Policy

Andros Foods NA aims to provide its customers with quality products and value for their money. In today's global market, this means sourcing products from a variety of locations nationally and internationally.

In recent years, concerns over poor working conditions and environmental degradation in developing countries and emerging markets have seen companies implement specific social and environmental criteria for the production facilities from which they source products.

In order to address these concerns, Andros Foods NA's Social Responsibility Policy is to ensure:

- products are sourced in a responsible manner,
- suppliers are approved from the worldwide supply chain through only reputable companies that meet our strict quality, food safety, and corporate guidelines,
- clear guidance is provided to its buying staff,
- its corporate reputation, the reputation of its individual businesses and their brands is protected.

In order to minimize the impact of our operations on the environment and to support the communities in which we work, we attempt to purchase, whenever possible, goods and services locally!

Our commitment to upholding human rights, fair working conditions, and environmental protection

In accordance with the expectations of our customers, the community, and the requirements of the Law, we endeavor to always operate responsibly within the community and we expect the same from our suppliers.

These are our guiding principles:

- **We obey the law** – we have the responsibility to obey all of the laws which apply to our business and we do just that!
- **We conduct our business with integrity** – we compete vigorously, but do so fairly and ethically, and will not do business with those that do not!
- **We keep accurate records** – which are critical to making sound business decisions and maintaining financial integrity.
- **We honor our business obligations** - which are grounded in mutual trust and do everything in our power to fill the orders as specified by our customers.

- **We treat people with dignity and respect** – with a safe working place / duty stations, where we value employees' contributions, and provide the training and / or other education as needed to make them qualified to do their job.
- **We protect Andros Foods, NA's information, assets and interests** – count on each other to be good stewards of this organization.
- **We are committed to being a responsible global citizen** – to meet customer requirements, including the provision of safe quality food, and show the intent of the company so that all staff can work towards this common goal.
- **Tracking and reporting** is used to minimize impacts on natural resources, while improving environmental performance by setting and then working toward quantifiable goals which reduce the impact of activities and improve the sustainability of Andros Foods NA's products.
- **Andros Foods NA's sustainability goals** address the environmental issues which are most material to our business: water resources, eliminating waste, sourcing materials and services, and long-term access to materials. We also believe that collaborating with others to manage these issues is critical to creating a sustainable global food supply. Preventing waste – particularly food waste – is an important measure of our operating efficiency and an emerging social and environmental issue.