



## Supplier Code of Conduct

Meijer is committed to conducting business in a responsible and ethical manner. We expect our supplier partners to embrace our philosophy and have established a supplier code of conduct which outlines our expectations.

### Our Standards:

- **Compliance with Laws**
  - Suppliers and their designated manufacturing facilities must comply with all applicable national and local legal standards and regulations.
  - Suppliers must comply with applicable United States Treasury or State Department sanctions with regard to employee and subcontractors.
- **Labor**
  - Child and Forced Labor-Child and Forced labor will not be tolerated. Suppliers shall fully comply with applicable employment laws, and, in the absence of applicable laws, international treaty. However, in each case, we will not permit workers under age 16.
  - Disciplinary Measures-Suppliers must treat their employees with dignity and respect. There shall be no tolerance for the use of corporal punishment, mental, physical, or verbal abuse.
  - Working Hours- Workers shall not be required to work more than the legally prescribed limits. Production facilities shall comply with applicable laws that entitle workers to vacation time, leave periods and Holidays.
  - Freedom of Association-Workers' rights of free association shall be respected and not restricted or interfered in. The workers exercising those rights shall not have fear of reprisal, intimidation, or harassment.
  - Compensation-Suppliers shall compensate their workers through wages which shall include overtime pay and benefits which satisfy all applicable laws and regulations. Minimum wages shall be established in the country of origin in conjunction with local law. In the case where workers are compensated by piece rate labor, these wages must equal or exceed minimum wage.

- **Human Rights**

- Health and Safety-Suppliers shall provide workers with a safe, clean and healthy working environment. Supplier is accountable to insure that preventative measures are in place to avoid accidents and prevent injuries.
- Discrimination-Suppliers shall hire, compensate, promote and otherwise deal with their employees solely on the worker's ability to perform the job. Subject to local law discrimination is prohibited based on legally protected criteria, gender, sexual orientation, race, age, disability, nationality or cultural beliefs.

- **Ethical Behavior**

- Gifts and Entertainment-Suppliers are expected to be committed to fair and competitive relationships with Meijer. Suppliers must avoid any actions that would create a perception that favorable treatment was provided in exchange for a business courtesy.
- Conflicts of Interest-Suppliers are expected to disclose to Meijer any situation that may appear as a conflict of interest. Typical areas where a conflict of interest may arise include employment of friends or relatives or where a pre-existing business relationship exists.
- Anti-Corruption-Suppliers are expected to adhere to high ethical standards. Bribery, extortion, or any kind of corrupt payments, including facilitation payments are not allowed.

- **Environment**

- Suppliers are expected to adhere to all local laws protecting the environment and have an effective environmental policy. The key pillars should include a precautionary approach to environmental matters with sound procedures in place to manage chemical and hazardous materials, wastewater, solid waste and air emissions, and to minimize waste and maximize recycling efforts.

### **Reporting**

Violations of the Meijer supplier code of conduct can be reported confidentially and anonymously by calling the Meijer Hotline, Meijer Legal Department or Meijer Chief Compliance Officer.

**Meijer Hotline**

1-888-691-0779

**Meijer Legal Department or Chief Compliance Officer**

(616) 249-6501