



Del Monte Foods, Inc.

Nourishing Families. Enriching Lives. Every Day.®

Del Monte Foods Supplier Code of Conduct

At Del Monte Foods, our vision is to nourish families and enrich lives, every day. We're passionate about bringing high-quality, healthy, and nutritious foods to people and their pets in a way that protects the environment, benefits the communities in which we live and do business, and enables our Company to grow and flourish. As a leader in quality, service, and in ethical and honest business practices, we look to our suppliers to also practice and uphold ethical business standards.

Compliance with the laws

Suppliers that produce goods for Del Monte Foods shall operate in full compliance with all applicable national and or local laws, rules, and regulations, including those relating to labor, worker health and safety, and the environment.

Human and Workplace Rights

Respect

Suppliers shall treat all workers with dignity and respect. Suppliers shall recognize the right to a workplace free of harassment and shall not engage in or permit corporal punishment or any other form of physical or psychological coercion including threats of violence or sexual harassment.

Voluntary Labor

All labor must be voluntary. Suppliers are forbidden from using forced, bonded, prison, or indentured labor of any kind. The use of child labor as defined by local laws is strictly prohibited. Suppliers must comply with all applicable local labor laws, including those related to hiring, wages, hours worked, overtime and working conditions. Suppliers must implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment.

Discrimination

All terms and conditions of employment, including but not limited to, hiring, pay, promotion, and termination must be based on an individual's ability and willingness to do the job. Suppliers must not discriminate in hiring and employment practices based on race, color, gender, nationality, religion, age, sexual orientation, social or ethnic origin, disability, maternity, marital status, political affiliation or union membership.



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Working Hours

Suppliers shall comply with all applicable laws, regulations and industry standards governing the number of maximum work hours, vacation time, leave periods, and holiday. Overtime shall be used only when each employee is fully compensated according to local law.

Compensation and Benefits

Suppliers must compensate all workers with wages, overtime premiums, and benefits that meet or exceed local legal standards, local industry standards, or collective agreements, whichever are higher. Suppliers are encouraged to provide wages and benefits that are sufficient to meet workers' basic needs and provide some discretionary income for workers and their families.

Freedom of Association and the Right to Collective Bargaining

Suppliers must respect the right of workers to choose to lawfully and peacefully associate, organize or bargain collectively. Suppliers shall not threaten, restrict or interfere with workers' lawful efforts to join associations of their choosing or to bargain collectively.

Health and Safety

Suppliers must provide workers with a safe and healthy work environment. Suppliers must take proactive measures to reduce work-related injury and illness and promote the general health of employees.

Environment

Suppliers must act in an environmentally responsible manner and comply with national and local environment laws and regulations. Suppliers are expected to operate facilities in a manner that monitors, abates and/or reduces air emissions, water discharges, toxic substances and hazardous waste disposal.

Business Integrity

Anti-Corruption

Suppliers must not tolerate, permit, or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector. Supplier agrees that it will not make or promise to make payments of money or anything of value, directly or indirectly, to any government or public international organization officials, political parties, or candidates for political office, for the purpose of obtaining or retaining business or securing any improper advantage. Supplier shall comply with all applicable anti-corruption laws of the countries in which it does business and with the U.S. Foreign Corrupt Practices Act.



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Documentation and Inspection

Suppliers must maintain necessary documentation to demonstrate compliance with this Code of Conduct and required laws and make these documents available to Del Monte Foods upon request. Suppliers agree to submit to inspections with or without prior notice.

Compliance

As a condition of doing business with Del Monte Foods, Suppliers must comply with this Code of Conduct. If Del Monte Foods determines that any factory has violated this Code, Del Monte may at its discretion either terminate its business relationship and/or require the Supplier to implement a corrective action plan.