

Supplier Code of Conduct



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Introduction

At Foodstock, we carry out our partnerships, procurement and logistics with integrity and in accordance with the ethical principles presented in this Supplier Code of Conduct (“Code”). They are based on internationally recognised standards for business conduct, human rights, labour code, environmental protection and sustainable development. We follow the same principles in our own operations.

This Code includes both mandatory, non-negotiable minimum standards and recommendations for action. They are outlined in each section of the Code. We require that all our suppliers share our commitment to the mandatory requirements and adhere to them at all times in all their operations, not only with us but also with their own employees, suppliers, business partners and other stakeholders. The recommendations are not mandatory but can help suppliers develop more sustainable operations.

As a whole, this Code is meant as a concrete tool for guiding our suppliers’ actions and decisions.

WHO IS THIS CODE FOR?

“Supplier” is any direct business partner, individual or legal entity that provides Foodstock with products, services, ingredients or materials. “Suppliers” also include any of our direct Suppliers’ own first-tier Suppliers, sub-Suppliers and contractors. They, too, must comply with the mandatory standards and strive to implement the recommendations in this Code. Our direct Suppliers have the responsibility to ensure that this requirement is communicated to and met in their respective supply chains.

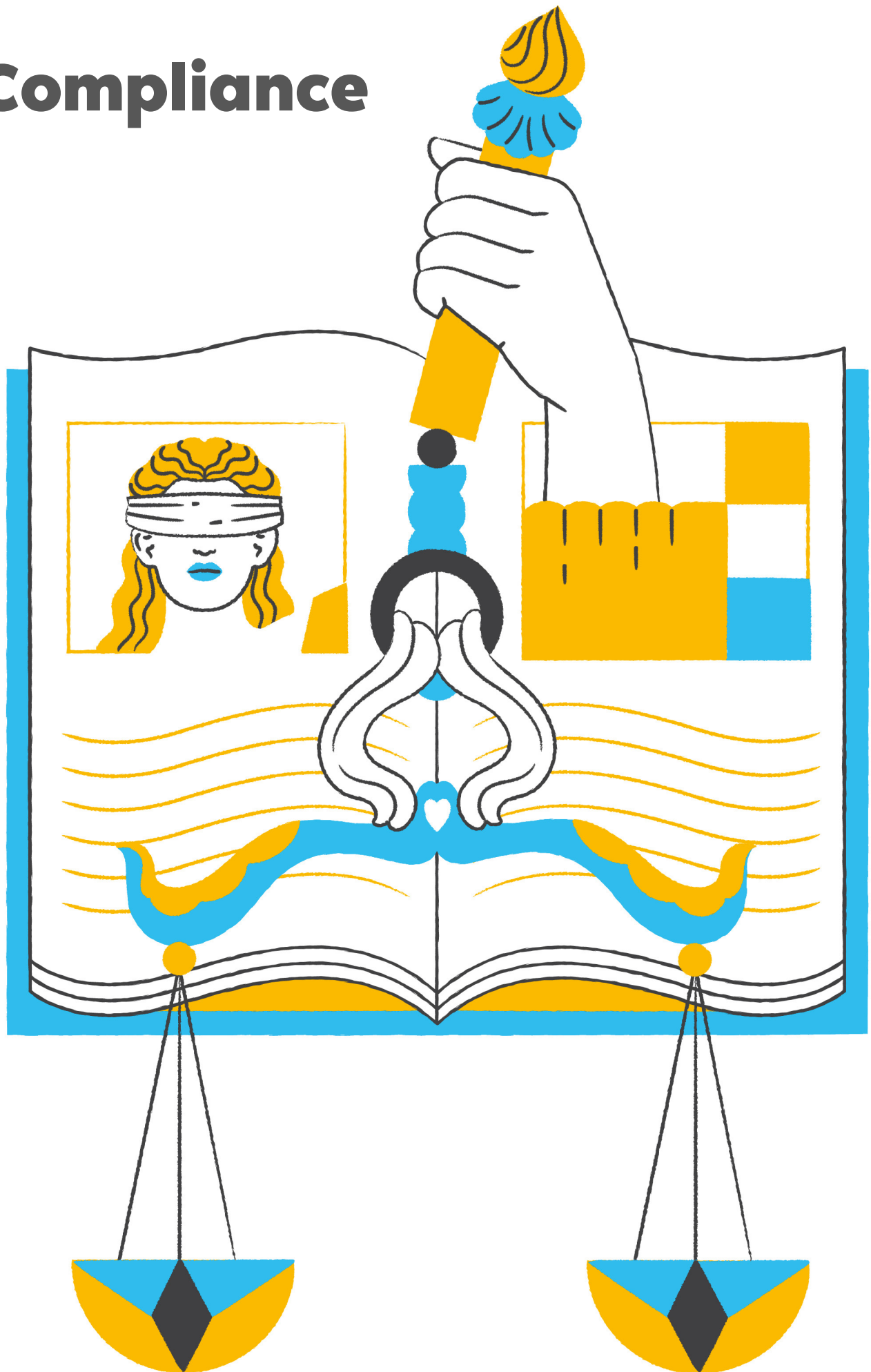
Once this Code has been communicated to a Supplier, it must be regarded as a binding contract between us, meaning Foodstock, and the Supplier who must commit to working systematically for adherence to the Code’s mandatory requirements. When selecting and auditing Suppliers, we evaluate them based on this Code in addition to other quality, sustainability and commercial factors.



QUICK LOOK: FUNDAMENTAL REQUIREMENTS

1. **Comply with laws and regulations**
2. **Promote equality and human rights**
3. **Provide fair employment**
4. **Maintain safe and healthy working conditions**
5. **Offer safe products and services**
6. **Take care of the environment**
7. **Take care of animals**
8. **Uphold ethical business practices**
9. **Enforce the Code**
10. **Foster sustainable development**

Compliance



Compliance

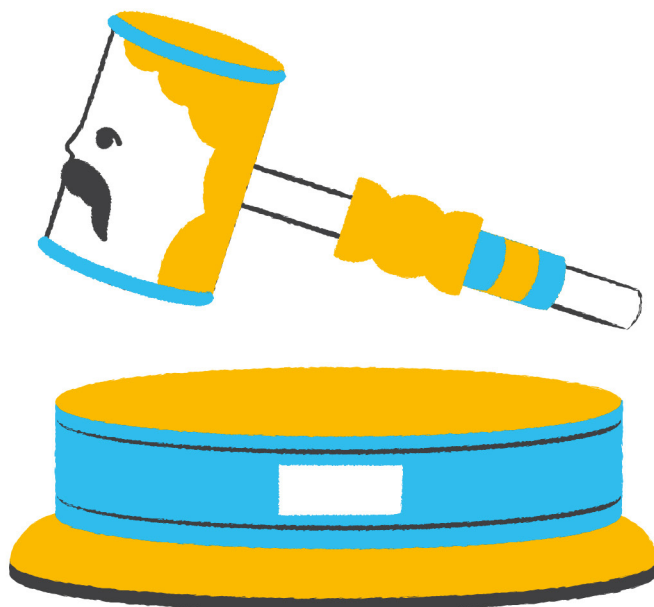


MANDATORY REQUIREMENTS

COMPLIANCE WITH LAWS AND REGULATIONS

The Supplier shall comply with all national and international laws and regulations applicable to its operations. These include, but are not limited to, laws and regulations related to human rights, labour code, environment and animal welfare. Should any requirement in this Code contradict these laws or regulations, the Supplier shall comply with whichever is more stringent.

The Supplier shall handle any potential and manifested compliance violations, threats and complaints according to applicable laws and regulations. These incidents can relate to, but are not limited to, laws and regulations related to human rights, labour code, environment and animal welfare. If Foodstock or its value chain is affected by such incidents, they must be reported without delay to Foodstock's contact person.



RECOMMENDED ACTIONS

INCREASED HANDPRINT

Sustainable development – ‘doing good’ – starts from where the scope of laws and regulations – ‘doing no harm’ – ends. It is recommended that the Supplier aims to increase the positive impacts of its operations and value chain on people, planet and societies. The Supplier should strive for the continuous improvement of its handprint.

People



People



MANDATORY REQUIREMENTS

EQUALITY

The Supplier shall take every reasonable effort to avoid, minimise and address potential adverse impacts of its operations on human rights, people and communities.

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on e.g. race, caste, skin colour, national or social origin, religion, age, disability, state of health, language, gender, marital status, sexual orientation, union membership, political opinion or any other similar distinction which is not based on the inherent requirements of the work. The Supplier shall ensure all employees are treated equally and with respect in all situations, regardless of their contract type. This includes e.g. short-term and agency workers. All workers with the same experience and qualifications receive equal pay for equal work and are protected from termination of employment on unjustifiable grounds, including marriage, illness, pregnancy or parenthood. The Supplier shall respect indigenous peoples' rights in their operations and activities.

EMPLOYMENT

The Supplier shall comply with the ILO Conventions on Fundamental Principles and Labor Rights, including the following requirements.

There is no forced, bonded or involuntary prison labour. All forms of slavery and human trafficking are prohibited. The Supplier shall not attempt to collect nor are any workers required to lodge "deposits", salaries or their identity papers with their employer and are free to leave their employer after a reasonable notice. Employees have freedom of movement during their employment. The Supplier shall treat all employees with dignity and respect. The Supplier must not engage in or tolerate the use of corporal punishment, mental or physical coercion or abuse.

Wages and social benefits meet, at a minimum, national legal standards or industry standards, whichever is higher. Wages are enough to meet basic needs in the country of work. Social benefits are at least in accordance with national law or the prevailing industry standard, whichever is highest. All workers are provided with a written contract of employment in a language they understand outlining their wage conditions and method of payments. Workers are explained key terms of their employment before entering

employment. Deductions from wages as a disciplinary measure is not permitted nor will any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures must be recorded. Recruitment fees and associated costs are not borne by workers.

Practices concerning working hours, breaks, rest time, sick leave, annual holidays, parental leave and mandatory benefits comply with national laws and industry standards, whichever affords greater protection for workers. Workers are granted annual leave and sick leave, to which they are entitled according to national legislation, without any form of negative sanctions. In case of pregnancy, female workers are given maternity leave in accordance with national legislation.

Working hours, excluding overtime, are defined by contract. Workers get at least one day off for every 7-day period or, where allowed by national law, 2 days off in every 14-day period. Overtime is voluntary, limited and used responsibly, taking into account the extent, frequency and hours worked by individual workers and the workforce as a whole, as well as any exceptional circumstances. It is not used to replace regular employment. Appropriate safeguards are in place to protect the workers' health and safety also when considering overtime. Maximum overtime is 12 hours per week, i.e. that the total working week including overtime does not exceed 60 hours. Exceptions to this are accepted when regulated by a collective bargaining agreement. Workers receive overtime pay. The pay is, as a minimum, in accordance with the requirements in applicable law.

To every extent possible, work must be performed on the basis of recognised employment relationship established through national law and practice. Obligations towards employees, based on international conventions, social security laws and regulations arising from the regular employment relationship, are not to be avoided through the use of short-term contracting, such as contract or day labour, sub-contractors or other labour relationships where there is no real intent to impart skills or provide regular employment, nor are any such obligations avoided through the excessive use of fixed-term contracts of employment. The duration and content of apprenticeship programmes is clearly defined, documented and communicated to appropriate parties.

FREEDOM OF ASSOCIATION AND BARGAINING

Workers, without distinction, have the right to join and form, or to not join or form, trade unions of their own choosing and to bargain collectively. Workers' representatives are not discriminated against and they have access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under law, the employer, i.e. Supplier, shall facilitate, and does not hinder, the development of parallel means for independent and free association and bargaining. The employer maintains an open attitude towards the activities of trade unions and their organisational activities.

CHILD LABOUR

Child labour is prohibited. The Supplier shall take appropriate measures to ensure that no child labour occurs at their own place of production or operations, or at their sub-contractors' sites of production or operations. The minimum age for employment is not less than the age of completion of compulsory schooling and, in any case, is not less than 15 years (or 14 years where established by national laws in accordance with the ILO developing-country exception). Young persons under 18 are not employed at night, in hazardous conditions or in conditions that are likely to harm their health, safety or morale, or in a manner that jeopardises their education.

The Supplier shall have a process in place for verifying the age of employees. If child labour is discovered, Supplier takes action immediately. The Supplier shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable them to attend and remain in quality education until no longer a child. Policies and programmes are documented and communicated to personnel and other relevant parties.

WORKING CONDITIONS

The Supplier shall provide a safe, hygienic and healthy working environment and infrastructure, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Employees, visitors and subcontractors working on the Supplier's behalf are protected from, for example but not limited to, fire, accidents and toxic substances. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, insofar as is reasonable, the causes of hazards inherent in the work environment. Workers receive regular and recorded health and safety training which is repeated for new or reassigned workers. Employees have access to and use protective equipment necessary to



perform their tasks safely. Employees have access to clean toilet facilities and to drinkable water and, if appropriate, sanitary facilities for food storage. Accommodation, where provided, is clean, safe, and meets the basic needs of the workers.

Any type of physical, verbal or mental abuse, punishment, harassment or threat of thereof, including sexually intrusive, threatening, insulting or exploitative behaviour, as well as any other forms of intimidation, is prohibited. The Supplier shall have grievance systems in place enabling anonymous reporting of unfair treatment and/or other complaints from employees and other stakeholders.

PRODUCT SAFETY

The Supplier shall comply with applicable laws and regulations related to product safety and quality. Products and services delivered to Foodstock must meet the mutually agreed upon quality and sustainability standards. Products and services must be safe to use by all stakeholders. Rules defined by Foodstock on the due diligence of goods, such as food ingredients, raw materials, equipment, articles and services, must be met.



RECOMMENDED ACTIONS

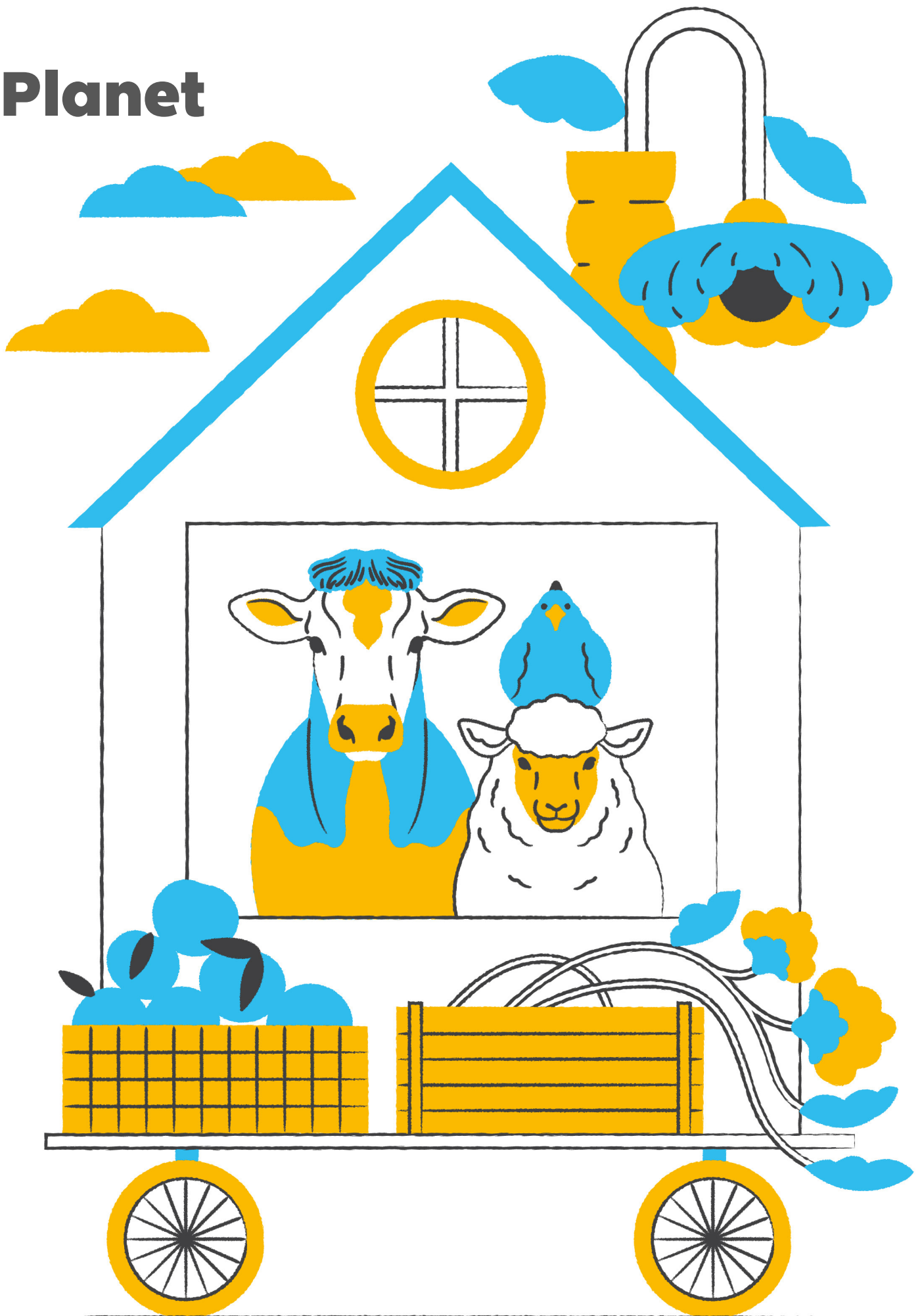
IT IS RECOMMENDED THAT THE SUPPLIER:

- Carries out a systematic due diligence investigation of human rights in its value chain, using e.g. the UN Sustainable Development Goals as a starting point.
- Has a documented plan on how it avoids, minimises and addresses potential adverse impacts of its operations on people throughout its value chain, how the plan is implemented and how continuous improvement is achieved.
- Has a documented plan on how it increases the positive impacts of its operations on people throughout its value chain, how the plan is implemented and how continuous improvement is achieved.
- In its organisation, assigns the responsibility for monitoring, promoting, keeping record of and reporting on, both internally and externally, occupational health and safety performance, both footprint and handprint. Ensures appropriate follow-up measures and their documentation.
- Investigates all incidents related to occupational health and safety and develops action plans for improvement based on the findings.
- Organises human rights training for employees and other relevant stakeholders to further spark their interest and build their competence in the subject area.
- If requested by Foodstock, can provide human rights performance data as input for assessments, declarations and labels of related products and services.
- Actively pursues and engages with Foodstock in human rights development initiatives.

HOW TO GET STARTED: TIPS FOR A HAPPIER WORKPLACE

- You can use the UN Sustainable Development Goals as a starting point for fostering well-being, diversity and inclusion in company culture.
- Develop an employee handbook that presents the norms, instructions and best practices on how each individual can contribute to a safe, healthy and happy workplace. Offer training for all employees so that they know how company practices and policies apply to their work.
- Ask employees across the organisation feedback on what could be done even better. A task force of individuals from different teams can be put together to identify and drive development initiatives.
- Communicate your non-discrimination policy to all stakeholders and offer especially Managers training on how to promote equality and to avoid various types of discrimination in a professional setting.
- Set quantifiable targets for occupational health and safety, for example on reducing injuries and sick leaves. Make sure all teams and individuals understand their role in achieving shared targets.

Planet



Planet



MANDATORY REQUIREMENTS

ENVIRONMENT

The Supplier shall comply with applicable environmental laws, regulations and permits in the jurisdiction(s) where the Supplier operates. The Supplier shall not exploit nor degrade local environment at the site of operations, and it has relevant discharge permits. The Supplier shall have a system in place for documenting the use of hazardous chemicals and other substances. This system includes an evaluation and possible substitution of the substances, as well as a procedure for their handling, storage, safe use, and training of employees.

The Supplier shall take every reasonable effort to avoid, minimise and address potential adverse impacts of its operations on climate, ecosystems and biodiversity throughout its value chain. The Supplier shall maintain a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental sustainability where possible, better climate performance in particular.

ANIMAL WELFARE

The Supplier shall comply with applicable laws and regulations concerning animal welfare and the treatment of animals. The Supplier shall make sure that in its operations and value chain, animals have before, during and after their

productive life the freedom from hunger and thirst by ready access to fresh water and a diet to maintain full health and vigour, freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area, freedom from pain, injury or disease by prevention or rapid diagnosis and treatment, freedom to express normal behaviour by providing sufficient space, proper facilities and the company of its own kind, as well as freedom from fear and (chronic) distress by ensuring conditions and care that avoid mental suffering.

IN PARTICULAR, THE SUPPLIER SHALL ADHERE TO THE FOLLOWING:

- All animals have access to sufficient feed and fresh water to meet the physiological and behavioural requirements.
- The housing systems used provide suitable shelter from adverse weather conditions and an environment that provides the conditions and facilities needed for health, comfort and normal behaviour including movement, rest and social behaviour.
- The use of antibiotics is limited to therapeutic use and is not used for preventive or growth promoting purposes.
- The husbandry practices undertaken minimise the distress and pain for animals and avoid injury. Painful procedures are avoided. Appropriate pain management techniques to eliminate suffering are used during procedures such as castration, dehorning and tail docking, and postoperatively.
- Animals are not transported over unnecessary long distances. The amount of time animals spend on a journey is kept to the minimum but does not exceed 8 hours. During long distance transports, the animals are sufficiently fed and watered. The used practices minimise the distress and risk of injuries.
- Animals are handled and slaughtered in the least distressing and most pain-free manner possible. All animals are stunned and assured unconscious before slaughter.
- There is documented transparency and traceability throughout the entire value chain of animal-based products.
- Breeding practices include considerations of animal robustness, health, natural behaviour and welfare. At the end of the productive life of breeding animals, animal welfare standards continue to apply.





RECOMMENDED ACTIONS

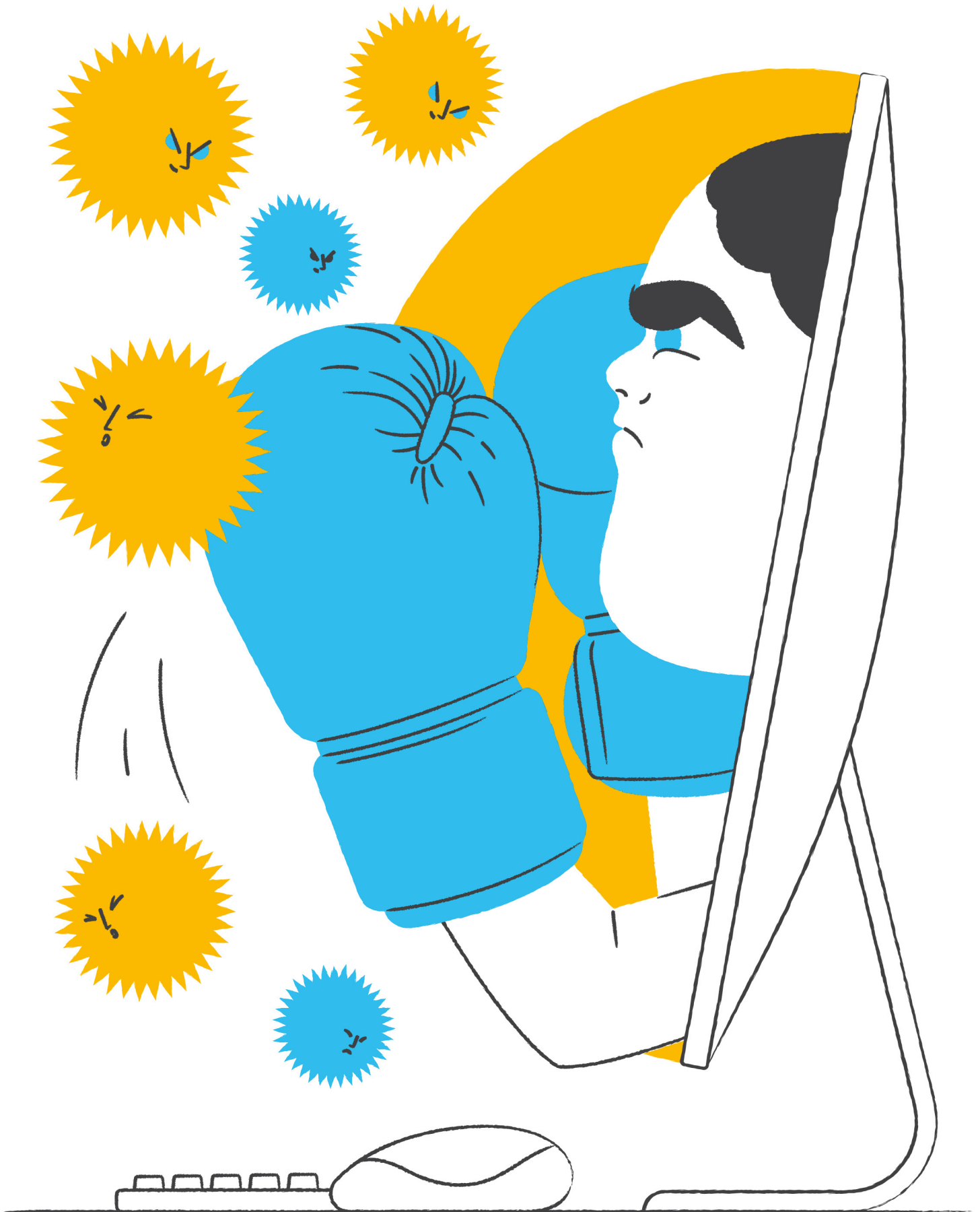
IT IS RECOMMENDED THAT THE SUPPLIER:

- Carries out a systematic due diligence investigation of environmental and animal welfare impacts in its value chain, using e.g. the UN Sustainable Development Goals as a starting point.
- Has a documented plan on how it avoids, minimises and addresses potential adverse impacts of its operations on climate, ecosystems, biodiversity and animal welfare throughout its value chain, how the plan is implemented and how continuous improvement is achieved.
- Has a documented plan on how it increases the positive impacts of its operations on climate, ecosystems, biodiversity and animal welfare throughout its value chain, how the plan is implemented and how continuous improvement is achieved. Actions can relate, but are not limited, to reducing pollution and waste, using resources and materials efficiently, combatting deforestation, developing sustainable production methods, implementing a relevant environmental or animal welfare management system, and exploring alternatives to animal-based production.
- In its organisation, assigns the responsibility for monitoring, promoting, keeping record of and reporting on, both internally and externally, environmental and animal welfare performance, both footprint and handprint. Ensures appropriate follow-up measures and their documentation.
- Organises environmental and animal welfare training for employees and other relevant stakeholders to further spark their interest and build their competence in the subject area.
- If requested by Foodstock, can provide environmental and animal welfare performance data, for example carbon footprint calculations, as input for assessments, declarations and labels of related products and services.
- Actively pursues and engages with Foodstock in environmental and animal welfare development initiatives.

HOW TO GET STARTED: TIPS FOR CLIMATE ACTION

- You can use the UN Sustainable Development Goals as a starting point for climate action.
- Measure the greenhouse gas emissions, i.e. carbon footprint, of your own operations and, if possible, also in your value chain. Where are the biggest climate impacts and opportunities for development? Based on findings, identify measures to minimise emissions and compensate for the remaining footprint in a sustainable manner. Monitor progress and report on it to stakeholders.
- Develop strategies to enhance circularity in your business models, product and service design, and operations. In your use of natural resources, can you reduce, recycle or reuse? Explore opportunities for collaboration throughout the value chain.
- Improve carbon handprint by offering customers climate-friendly solutions that help them reduce their own carbon footprint.
- Ask employees across the organisation feedback on what could be done even better. A task force of individuals from different teams can be put together to identify and drive development initiatives.
- Set quantifiable targets for climate action, for example on reducing carbon footprint, using certified raw materials or taking part in joint projects with environmental agencies. Make sure all teams and individuals understand their role in achieving shared targets.

Good governance



Good governance



MANDATORY REQUIREMENTS

BUSINESS INTEGRITY

The Supplier shall comply with applicable laws and regulations concerning bribery, corruption, extortion, fraud and any other prohibited business practices as well as concerning anti-money-laundering, privacy and economic and social trade sanctions. The Supplier shall not offer, promise, give or accept any improper benefit, payment, favour or incentive to or from any public official, international organisation or other third party. The Supplier shall not participate in criminal or terrorist activities and shall follow applicable trade sanction programmes.

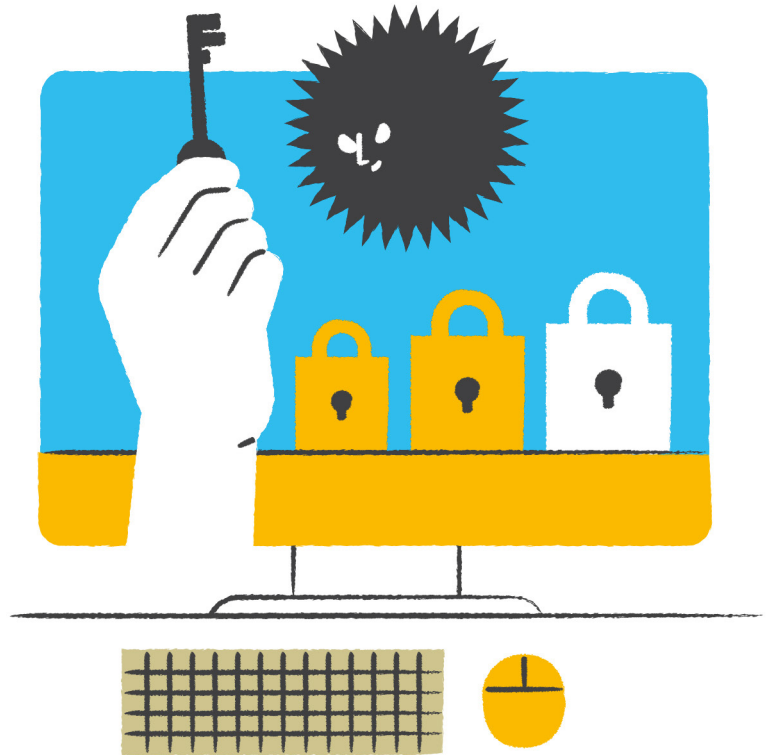
The Supplier shall have procedures in place to ensure that it, including its directors, employees and third parties acting on its behalf, does not, directly or indirectly, offer gifts to our employees or persons representing Foodstock or anyone closely related to these in any situation in which the said gifts, independent of value, might inappropriately influence, or appear to influence, the outcome of the recipient's business decisions in relation to the Supplier.

Hospitality, such as social events, meals or entertainment may be offered if there is a legitimate business purpose involved, and the cost is kept within reasonable limits. Foodstock pays for the travel expenses of its employees and representatives. Hospitality should not be offered or received in situations of contract bidding, negotiations or award.

The Supplier shall compete in a fair manner in compliance with all applicable anti-trust laws and regulations and has standards and procedures in place to ensure that its directors and employees do not engage in any anti-competitive practices. The Supplier shall not cause, and is under no circumstance part of, any breach of general or special competition regulations and laws, such as illegal cooperation on pricing, market sharing, output levels or customer allocations, or sharing competitively sensitive information.

Production and extraction of raw materials for production does not contribute to the destruction of the resources or income base for marginalised populations, such as in claiming natural resources on which these populations are dependent.

The Supplier shall avoid any situation where a conflict



of interest between the Supplier and Foodstock exists, including interactions with our employees that could create a conflict of interest with the employees' duty to act in our best interest. The Supplier will disclose to us any potential or existing conflict of interest situation in its relationship with Foodstock.

DATA PRIVACY AND SECURITY

The Supplier shall collect, use, hold and process data with due care, responsibly and according to applicable laws and regulations as well as take adequate information security measures. The Supplier shall ensure that confidential and sensitive information, especially concerning private persons, remains undisclosed, and that the IT software and any support applications they use are well-protected and do not cause a risk to Foodstock or its stakeholders. Sufficient controls and protection against cyber security threats must be in place.

CONFIDENTIALITY AND BRAND PROTECTION

The Supplier shall keep confidential any confidential information received about Foodstock's present and future business operations, personnel, customers, and partners. The Supplier shall not disclose or use confidential information about Foodstock or its stakeholders for any other purpose than those agreed upon with us. The Supplier shall ensure that its own activities do not endanger our corporate image, brand value or reputation, nor shall the Supplier ever act in a way that could damage our competitiveness. The Supplier's behaviour on traditional and social media shall follow these same principles on the confidentiality and accuracy of information as well as protecting our brand.

TRACEABILITY AND TRANSPARENCY

The Supplier shall provide accurate, truthful, reliable and exhaustive information on the entire value chain of all products and services delivered to Foodstock. When using sub-Suppliers, contractors etc. in delivering goods and services to us, all connections and actions must be fully documented and traceable. The Supplier shall provide information about all second- and third-tier Suppliers and their manufacturing locations, as well as inform us of any changes related to these without delay. Similarly, the Supplier shall openly and proactively give us any relevant information on products or goods delivered to us, such as product specifications of food ingredients. Moreover, the Supplier shall ensure that any invoices, reports and other data delivered to us are accurate, truthful, reliable and exhaustive.



RECOMMENDED ACTIONS

BUSINESS CONTINUITY

It is recommended that the Supplier is aware of risks linked in business continuity in both production and the value chain. The Supplier should have a plan for mitigating all key business continuity risks and consider preparing for potential global risks such as natural disasters, pandemics, terrorism and cyber attacks. Based on the risk assessment, appropriate policies and procedures, including remediation and contingency plans, should be developed.

Implementation of the Code



Implementation of the Code



MANDATORY REQUIREMENTS

TRAINING

The Supplier shall ensure that its employees and other relevant stakeholders have the appropriate know-how, training and resources for handling issues that concern their work and relate to the contents of this Code, including compliance, employment, environmental, animal welfare, governance and ethics issues.

COMMUNICATION AND AUDITING

In order to ensure compliance with the Code, Foodstock may request information about the Supplier's compliance, employment, environmental or human rights performance, etc. The Supplier shall provide this data while respecting applicable laws and regulations on privacy. The information must be as accurate, reliable, truthful and exhaustive as possible.

We reserve the right to require an applicable certificate as evidence of compliance and satisfactory performance from the Supplier, to request for a self-assessment, to perform an audit, or to have a third-party conduct an independent audit in our place. The Supplier shall facilitate and provide reasonable assistance in the auditing of their operations by us or an appointed third party. Besides ensuring compliance with this Code, an audit may also be performed for, among others but not limited to, quality assurance reasons.

NON-COMPLIANCE AND CORRECTIVE ACTION

The Supplier shall always try to exercise good judgement, care and consideration in following the requirements – and, when possible, recommendations – presented in this Code. The Supplier shall have internal grievance systems in place enabling anonymous and confidential reporting of non-compliance with this Code from its employees and other stakeholders.

The Supplier, any of its employees or stakeholders, and Foodstock's business partners and other stakeholders may report their concerns confidentially to compliance@foodstock.fi.

Should the Supplier fail to meet the mandatory requirements in this Code, we will discuss corrective actions in open dialogue with the Supplier in question. The Supplier shall take corrective actions as agreed and without delay, inform us about any such actions and provide adequate documented evidence of improvement.



The Supplier must immediately report any non-compliance with this Supplier Code of Conduct either to Foodstock's Managing Director at VerkkoSaarenkatu 5, 00580 Helsinki, Finland, or by email to compliance@foodstock.fi.

If the Supplier is unwilling or unable to carry out within six months the corrective actions which we find necessary for correcting the identified shortcomings, or the Supplier refuses to take corrective action, or the Supplier or any of its sub-Suppliers has committed a substantial breach or repeated breaches of the mandatory requirements in this Code, Foodstock is entitled to cancel outstanding orders, suspend future orders, and/or terminate the business relationship and any contract(s) with the Supplier. Such termination shall be effective from the time stated in a written termination notice from us.



RECOMMENDED ACTIONS

MANAGEMENT SYSTEM

It is recommended that the Supplier develops a systematic approach to implementing at least the mandatory requirements, but also, if possible, the recommended actions in this Code in its operations and value chain. Compliance with the Code should be regularly and systematically tracked and evaluated. The Supplier should strive for continuous improvement in compliance. As Supplier you should, for example:

- Commit to following the Code, including top company management.
- Familiarise yourself, your employees as well as your Suppliers with the Code by arranging a training or information session, and/or providing written instructions, about the Code.
- Self-assess your current practices against the Code to ensure you are not at risk of any violations of the Code, to establish appropriate internal controls and to identify areas of improvement.
- Designate a Code Officer(s) responsible for integrating the Code's practices into operations and activities as well as developing operations in accordance with the Code.
- Speak to your Foodstock contact person about any areas you do not understand or if you do not know how they relate to your business.

We are in this together

We expect our Suppliers to be transparent and have an open dialogue with us about any challenges they encounter as part of their operations. In so doing, we can tackle issues and improve operations in cooperation. Together, we can reach the best outcomes and work towards sustainable, better-working value chains. We will provide our Suppliers with any reasonable support and guidance in implementing this Code and achieving continuous improvement in this.

Updates can be made to this Code. The most recent version is available on our website at www.foodstock.fi. The updated version will also be delivered to existing direct Suppliers electronically.

For more information, please contact Foodstock at compliance@foodstock.fi. We are also happy to hear your feedback.

List of references and resources

UN GLOBAL COMPACT'S 10 PRINCIPLES

www.unglobalcompact.org/what-is-gc/mission/principles

UN DECLARATION OF HUMAN RIGHTS

www.un.org/en/about-us/universal-declaration-of-human-rights

UN CONVENTION ON CORRUPTION

www.unodc.org/unodc/corruption/tools_and_publications/UN-convention-against-corruption.html

RIGHTS OF THE CHILD

www.ohchr.org/en/professionalinterest/pages/crc.aspx

CIVIL AND POLITICAL RIGHTS

www.ohchr.org/en/professionalinterest/pages/ccpr.aspx

DISCRIMINATION AGAINST WOMEN

www.ohchr.org/en/professionalinterest/pages/cedaw.aspx

ILO CONVENTIONS ON FUNDAMENTAL PRINCIPLES AND LABOR RIGHTS

www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm

OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

mneguidelines.oecd.org/guidelines/

RIO DECLARATION ON ENVIRONMENT AND DEVELOPMENT

www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151_26_Vol.I_Declaration.pdf

ETHICAL TRADING INITIATIVE BASE CODE

www.ethicaltrade.org/eti-base-code

WORLD ORGANIZATION FOR ANIMAL HEALTH FIVE ANIMAL FREEDOMS

www.oie.int/en/standard-setting/terrestrial-code/access-online/?htmfile=chapitre_aw_introduction.htm

UN SUSTAINABLE DEVELOPMENT GOALS 2030

<https://sdgs.un.org/goals>



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