



Changing the way the world eats for the better, one product at a time.

At WhiteWave Foods, we base our sourcing decisions on the principles of transparency, continuous improvement and values-based engagement throughout the supply chain. We expect our suppliers to partner with us on our mission to **become the earth's favorite food company.**

SUPPLIER CODE OF CONDUCT

BUSINESS ETHICS & COMPLIANCE

We believe that the quality of our products depends on the integrity of our business.

LEGAL COMPLIANCE: Suppliers must comply with all applicable laws and regulations in their countries of operation, including manufacturing, environmental, and human rights laws. We expect our suppliers ensure that the upstream supply chain responsible for the product delivered to us is also in compliance.

QUALITY & TECHNICAL COMPLIANCE: Products delivered by suppliers must meet regulatory quality and food safety standards, in addition to WhiteWave's applicable product quality standards, policies, specifications, and procedures.

INNOVATION PARTNERSHIP: In addition to standard criteria in ethics and compliance, we ask that suppliers partner with us as pioneers in creating nutritious and delicious, responsibly produced foods.

COMMUNITY: We encourage suppliers to be good citizens in their communities.

EMPLOYEE & LABOR RELATIONS

One of our core values is "Individuals Matter." We are focused not just on protecting the earth's natural resources, but our human resources throughout the supply chain as well.

COMPLIANCE: Employers should be aware of and comply with all local, national, and international labor laws governing their sector.

CONDITIONS: Workers should be given adequate equipment to maintain their personal safety while at work, and provided safe, clean, and healthy working conditions.

EMPLOYEE RIGHTS & SAFETY: WhiteWave suppliers shall conduct business consistently with laws and industry standards governing wages, hours, and benefits, and respect the rights of employees to freedom of association and collective bargaining. In addition, employee safety should be a primary objective of suppliers.

HUMAN RIGHTS: The use of forced, indentured, or child labor is prohibited in the WhiteWave supply chain. In no instance shall a supplier permit children to perform work that exposes them to undue physical risk that can harm physical, mental, or emotional development or improperly interfere with schooling.

NON-DISCRIMINATION: Suppliers should have a non-discrimination policy and practice equal opportunity employment, meaning they do not exclude, deny benefits to, or otherwise discriminate against any person on the basis of race, color, national origin, disability, sexual orientation, gender identity, or age.

DIVERSITY & INCLUSION: WhiteWave supports a diverse and inclusive workforce and supply chain., and prefers to work with suppliers who share this value.

ENVIRONMENTAL MANAGEMENT

Responsibly produced foods are about more than just health and safety. Sustainable practices are part of our DNA and the cornerstone of our business model.

ENVIRONMENTAL COMPLIANCE: Suppliers must be aware of and comply with all local, national, and international laws and regulations governing their sector, including clean air and water legislation. We also encourage suppliers to implement best practices within their industry, and support global initiatives that reduce our impact on the environment.

ANIMAL WELFARE: Suppliers should provide a safe, healthy, and low-stress environment for animals within their supply chain. Since animals and habitat are a critical part of our dairy business, we have created our own Standards of Care for our organic dairies. Suppliers should review these practices and are encouraged to implement similar practices.

SUSTAINABLE AGRICULTURE: Agriculture practices should be implemented which optimize yields without undue harm to the environment. On the spectrum from organic to conventional foods, relevant best practices should be observed and implemented.

RESPONSIBLE MANUFACTURING: Every effort should be made to reduce the environmental footprint of manufacturing, especially regarding GHG emissions, water use, and waste disposal.

HABITAT & BIODIVERSITY: Suppliers must not source materials, directly or indirectly, that contribute to deforestation of high conservation value areas, or interfere with habitats of endangered species.