



**Tanmiah Food Company  
Supplier Code of Conduct**

Tanmiah Food Company (TFC) emphasizes a strong commitment to integrity, ethics, and social responsibility in its business practices, as outlined in its Supplier Code of Conduct. This code outlines the expectations for suppliers, emphasizing sustainable sourcing as both an environmental necessity and a crucial part of Tanmiah's business strategy. The Company prioritizes procuring goods and services in a way that balances economic needs with environmental and social responsibilities. Suppliers are held to the same standards of accountability and honesty as TFC and are expected to exhibit a commitment to ethical behavior.

The code applies to all Tanmiah's service providers, independent contractors, consultants, suppliers, software providers, licensors, agents, and/or subcontractors. All suppliers are required to comply with the minimum requirements outlined in the following code of conduct:

### **1. Compliance with Laws and Regulations:**

We are committed to complying with the law wherever we conduct business. We expect each supplier to work diligently to conduct its business in full compliance with applicable laws, rules, and regulations. Tanmiah reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law.

### **2. Animal Welfare:**

Tanmiah maintains a strong dedication to animal welfare, humane treatment, and proper handling within its supply chain. Suppliers are expected to follow humane practices and sound animal husbandry to prevent mistreatment. Key expectations include:

- Compliance with all relevant animal welfare laws, regulations, and standards at global, regional, and local levels.
- Additionally, suppliers are expected to regularly train and communicate with their employees about animal welfare, make ongoing efforts to enhance compliance, and maintain a production system that aligns with an industry-standard welfare program.
- Suppliers should include third-party audits to ensure adherence to animal welfare standards.

### **3. Food Safety and Quality:**

One of the most significant Tanmiah values is our commitment to providing our customers with healthy food products. We expect our suppliers to value product safety and quality and to comply with relevant government regulations and Tanmiah food safety requirements and specifications.

### **4. Environmental Responsibility:**

Tanmiah is dedicated to safe and environmentally responsible business practices. It expects its suppliers to operate by adhering to all relevant environmental laws, regulations, and standards at the global, regional, and local levels. Suppliers are also expected to responsibly manage the impact of their operations on the environment and on the operations of Tanmiah. Furthermore, they are encouraged to continuously improve their environmental processes and strive for compliance, demonstrating an ongoing commitment to environmental responsibility.

## **5. Local Sourcing:**

Whenever possible, Tanmiah prioritizes local suppliers to support the Saudi Arabian economy and reduce transportation-related emissions.

## **6. Health and Safety:**

Suppliers must prioritize the health and safety of their employees and contractors. This includes providing a safe working environment, proper training on health and safety procedures, and implementing measures to prevent accidents and injuries.

## **7. Labor and Human Rights:**

Tanmiah is committed to fair labor practices and treats its colleagues with dignity and respect. We expect our suppliers to uphold similar commitments in their labor practices. This includes:

- Having controls to verify employee eligibility, prohibit inappropriate recruiting practices and fees, and ensure no forced or child labor, or human trafficking.
- Suppliers must comply with wage and hour laws, prohibit discrimination, harassment, and workplace violence, and provide mechanisms for employees to report concerns without fear of retaliation.

## **8. Transparency and Traceability:**

Suppliers should be transparent in their business practices and provide accurate information regarding their operations. Additionally, suppliers are expected to maintain traceability in their supply chain, allowing for the identification of the origin of products and materials.

## **9. Confidentiality and Intellectual Property:**

Suppliers are not permitted to publicize their business relationship with Tanmiah or use Tanmiah's name, trademark, logo, or other marks in sales, marketing, or publicity efforts without explicit permission. Additionally, suppliers with access to Tanmiah's confidential information are prohibited from disclosing this information without prior written consent from Tanmiah. The scope of confidential information is broad, encompassing product formulas and pricing, production technologies and processes, engineering and technical designs, production and supply costs, operating policies, practices, and systems, as well as customer identification and information.

## **10. Data Privacy:**

Suppliers handling personal and confidential information of Tanmiah colleagues, they must implement robust information technology security measures. These measures are necessary to protect personal and confidential information from unauthorized disclosure and theft. Additionally, suppliers are required to have strong cybersecurity policies or privacy procedures in place to safeguard this sensitive data, ensuring a high level of security and privacy compliance in their operations.

## **11. Gifts and Hospitality:**

Tanmiah prohibits suppliers from offering entertainment that could seem excessive or influence business decisions. Tanmiah colleagues can only accept nominal-value gifts from suppliers as mentioned in the Tanmiah Code of Conduct and Business Ethics policy, with cash or cash equivalents strictly forbidden. Suppliers must also not offer entertainment or gifts to government officials on behalf of Tanmiah.

## **12. Anti-Corruption:**

Suppliers must adhere to Tanmiah's Code of Conduct and Business Ethics Policy, prohibiting bribes and illegal payments. They should implement anti-corruption controls and train employees accordingly. Tanmiah can review supplier records for compliance and expects the same standards from sub-tier suppliers. Non-compliance may result in terminated business relations.

## **13. Monitoring and Enforcement:**

Tanmiah reserves the right to monitor supplier compliance with this code. Non-compliance may result in corrective action, including but not limited to warnings, contract termination, or legal action. We follow 3 basic principles.

- **Supplier Assessment:** We conduct regular assessments of our suppliers to ensure compliance with our sustainability criteria.
- **Employee Training:** Our staff receives ongoing training on sustainable procurement practices and policies.
- **Performance Tracking:** We monitor and report on our sustainable sourcing efforts to continually improve our practices.