

HARDEMAN EGG GROUP

Supplier Code of Conduct

Our standards for responsible and sustainable business practices

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Table of Contents

General principles 3

Human rights and working conditions 4

Responsible Business & Sustainability 5

Animal Welfare & Supply Chain Responsibility 6

Accountability & Implementation 7





General principles

Purpose and scope

Hardeman Egg Group (HEG) is committed to responsible sourcing, respect for people and animals, environmental stewardship, food safety and business integrity. This Code sets minimum expectations for suppliers of eggs, food ingredients, packaging, transport and other goods or services to HEG group companies. It applies where incorporated into the relevant supplier contract or otherwise accepted in a binding arrangement.

Suppliers shall communicate relevant requirements to subcontractors, labour providers and upstream partners involved in supplying HEG, and take reasonable, risk-based steps to promote equivalent standards. Implementation should be proportionate to the supplier's activities and risks, without weakening fundamental rights or legal duties.

This Code draws on the UN Guiding Principles on Business and Human Rights, ILO fundamental labour standards, OECD Guidelines for Multinational Enterprises, OECD–FAO Guidance for Responsible Agricultural Supply Chains and UN Global Compact principles.

Legal and regulatory compliance

Suppliers shall comply with all applicable laws, regulations, binding requirements, permits and authorisations relevant to their operations and the products or services supplied to HEG, including requirements concerning labour and human rights, occupational safety, environment, animal welfare, food and feed safety, chemicals, packaging and packaging waste, responsible sourcing, traceability, privacy, competition and anti-corruption. Suppliers shall monitor and implement new or amended obligations as they become applicable.

Suppliers shall also meet agreed product specifications, purchasing conditions and certification requirements. Where this Code sets a higher standard than applicable law, that standard applies to the extent legally permitted. If a material conflict arises, applicable law prevails and the supplier shall inform HEG. Suppliers shall notify HEG promptly of material non-compliance affecting products or services supplied and cooperate in corrective action.

Human rights and working conditions

Child labour and young workers

Prohibited child labour is not permitted. Suppliers shall observe national minimum working-age and compulsory-schooling rules and applicable ILO standards. Employment shall generally not begin before age 15 or completion of compulsory schooling, whichever is higher, subject only to lawful exceptions consistent with international standards. Higher legal minimum ages prevail. Lawful light work or training must not harm education, health or development. No person under 18 may perform hazardous work. Suppliers shall use appropriate age and eligibility checks, including for agency and seasonal workers. If child labour is found, suppliers shall protect the child and implement remediation in the child's best interests, including access to education; abrupt dismissal without safeguards is not an adequate remedy.

Freely chosen employment

Forced, bonded, trafficked or involuntary labour is prohibited. Workers shall not be required to surrender identity documents, pay recruitment fees to obtain work, or face unlawful restrictions on movement or leaving employment. Suppliers shall assess relevant labour agencies and recruitment practices.

Fair treatment and employment

Suppliers shall prohibit discrimination, harassment, abuse and retaliation; provide equal opportunity; and comply with applicable wage, benefit, working-time, overtime, leave and rest requirements and collective agreements. Wages shall be paid accurately and on time; unlawful deductions are prohibited.
Workers shall receive understandable information on employment terms. Suppliers shall respect lawful freedom of association, worker representation and collective bargaining.

Health and safety

Suppliers shall prohibit discrimination, harassment, abuse and retaliation; provide equal opportunity; and comply with applicable wage, benefit, working-time, overtime, leave and rest requirements and collective agreements. Wages shall be paid accurately and on time; unlawful deductions are prohibited.
Workers shall receive understandable information on employment terms. Suppliers shall respect lawful freedom of association, worker representation and collective bargaining.



Responsible Business & Sustainability

Business ethics and integrity

Suppliers shall prohibit bribery, corruption, fraud, extortion and improper gifts or payments; comply with competition and antitrust law; and disclose conflicts of interest that could improperly affect HEG business. They shall protect confidential information and personal data in accordance with applicable law and agreements, and keep accurate records. Product claims, certifications, environmental data and other information supplied to HEG must be truthful, complete in material respects and not misleading.

Environment and responsible resource use

Suppliers shall comply with applicable environmental laws and permits, prevent and minimise pollution, and responsibly manage waste, wastewater, air emissions, manure, chemicals and hazardous materials where relevant. They are expected to identify material environmental impacts and pursue practical improvements in energy and water efficiency, resource use, waste prevention, biodiversity and greenhouse-gas emissions.

Suppliers shall comply with all applicable packaging and packaging-waste requirements as they become legally applicable, including relevant rules on material composition, restricted substances, food-contact suitability, packaging minimisation, recyclability, reuse, labelling and conformity documentation. Upon reasonable request, suppliers shall provide accurate specifications, declarations, test reports or other relevant documentation to support HEG's applicable obligations. Suppliers are encouraged to reduce unnecessary packaging without compromising safety or quality.

Suppliers shall comply with applicable requirements on land use, deforestation and responsible sourcing. Upon reasonable request, they shall provide available, reliable environmental and activity data relevant to HEG's regulatory reporting, product-footprint assessments or agreed customer requirements, identifying significant estimates and assumptions.





Animal Welfare & Supply Chain Responsibility

Purpose and scope

Suppliers involved with animals shall comply with applicable animal health and welfare law and agreed production or certification standards. Animals shall receive appropriate feed, water, housing, handling, veterinary attention and disease-prevention measures; unnecessary suffering shall be prevented. Relevant records shall be maintained.

Suppliers shall meet applicable food and feed safety, hygiene, quality and traceability requirements; maintain suitable controls, registrations, approvals and agreed certifications; and comply with product specifications. They shall promptly report actual or suspected safety, quality or traceability incidents affecting HEG and cooperate with investigations, withdrawals, recalls and corrective action. Applicable schemes such as IKB, KAT, VLOG or organic certification apply where required by the relevant contract, not automatically to every supplier.

Supply-chain responsibility and verification

Suppliers shall take reasonable, risk-based steps to identify, prevent and address significant human rights, labour, environmental, animal welfare and integrity risks in relevant upstream operations, including labour providers. Suppliers shall maintain appropriate records demonstrating compliance and, upon reasonable request, provide relevant evidence such as age-verification procedures, licences, certifications, product declarations, environmental data, audit findings or corrective-action records, subject to applicable privacy and confidentiality safeguards.

HEG may conduct proportionate, risk-based assessments or request independent verification where justified by supplier activity, location, product, prior performance or identified concerns. Site visits or audits shall be arranged in accordance with applicable law and contractual rights. A supplier's contractual acceptance of this Code is a commitment to its standards; it does not, by itself, constitute independent evidence of compliance.

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Accountability & Implementation

Speaking up, remediation and implementation

Suppliers shall enable workers and relevant stakeholders to raise concerns without retaliation and shall investigate concerns appropriately. Serious violations relevant to HEG shall be reported promptly. Suppliers shall cooperate in identifying root causes, protecting affected people and implementing proportionate corrective actions within agreed timeframes. Where child or forced labour is identified, remediation shall prioritise the rights, safety and well-being of affected persons.

HEG will generally seek constructive engagement and improvement where appropriate. Serious or repeated breaches, refusal to cooperate or failure to remedy may lead to suspension or termination, subject to applicable law and contract terms.

This Code complements applicable purchasing agreements, product specifications and certification obligations. It becomes contractually binding when incorporated into the relevant agreement or otherwise accepted through a binding arrangement. Contractual order-of-precedence provisions govern inconsistencies. HEG may update the Code; revised versions apply to existing suppliers in accordance with their contractual arrangements. No signature on this document is required.



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