



Falcon Feeds Supplier Code of Conduct

Objective of the Document:

This document will ensure raw material supply from RM supplier and Falcon feeds with compliance of all legal, social and environmental guidelines at the supplier end.

This **Supplier Code of Conduct** defines the minimum standards expected from all suppliers. Compliance with this Code is mandatory for all current and potential suppliers to supply material to **Falcon Feeds**.

- Within the Supplier Code of Conduct the Facility shall require ingredient manufacturers to declare to the Facility whether they meet the Supplier Code of Conduct.
- Within the Supplier Code of Conduct the Facility shall require its ingredient manufacturers to inform the Facility in case of any material changes in relation to Indicator.
- Within the Supplier Code of Conduct (Indicator 2.1.1) the Facility shall require ingredient manufacturers to communicate an equivalent set of requirements (Indicator 2.1.1.) with the same intention, to their suppliers (i.e. manufacturers of purchased feed materials).
- The Facility shall disclose the presence of Genetically Modified Organisms (GMO), or ingredients produced from GMO of each product to all buyers of the product.
- The Facility shall disclose the active compound and inclusion levels (in mg or g/kilogram product) of added antibiotics or other added medicinal feed additives for each product to all buyers of the product.
- The supplier must address & comply with the following points at their own manufacturing unit before supplying to Falcon Feeds

1	Legal licenses and permits
2	Legal compliance with relevant Labour Laws
3	Forced, bonded or compulsory labour

4	Protection of children and young workers
5	Discrimination
6	Safe & healthy working environment
7	Freedom to associate & collective bargaining
8	Contracts workers in a transparent manner
9	Legal wages
10	Working hours
11	Disciplinary practices
12	Worker grievance mechanisms
13	Decent accommodation
14	Community engagement
15	Indigenous people
16	Legal compliance with relevant Environmental Laws
17	Water use
18	Waste management
19	Effluent management
20	Energy consumption

Explanation to above points

1. Legal compliance and licenses

The Supplier shall:

- 1.1. Possess and maintain all required legal licenses, permits and authorizations for its operations and for the manufacturing/processing of the supplied materials. (Aligned with ASC Criterion 1.1)
- 1.2 Comply with all applicable laws and regulations in the country (ies) of operation relevant to the supplied materials. (Environmental, labour, safety, community) (Aligned with ASC Criterion 1.3 and 1.17)

2. Labour, human rights and working conditions

The Supplier shall ensure that:

- 2.1. Forced, bonded or compulsory labour is not used, and human trafficking is not supported. (ASC Criterion 1.4)
- 2.2. Child labour is not used. Workers under legal minimum age or below compulsory schooling age are not employed in hazardous tasks. (ASC Criterion 1.5)
- 2.3. There is no discrimination in employment (on grounds of gender, race, religion, age, disability, union membership etc). (ASC Criterion 1.6)
- 2.4. Safe and healthy working conditions are provided; occupational health & safety risks are managed. (ASC Criterion 1.7)
- 2.5. Workers have freedom of association and collective bargaining rights where permitted by law. (ASC Criterion 1.8)
- 2.6. Employment contracts are clear, transparent and understandable; they include terms for working hours, benefits, leave, etc. (ASC Criterion 1.9)
- 2.7. Wages and benefits meet legal minimums, and working hours do not exceed legal limits. Overtime is voluntary and compensated. (ASC Criterion 1.10, 1.11)
- 2.8. Disciplinary practices are fair, documented, and there is no corporal punishment or abuse. (ASC Criterion 1.12)
- 2.9. A grievance mechanism is in place for workers to raise concerns, and corrective actions are taken. (ASC Criterion 1.13)
- 2.10. The Supplier shall respect the rights and well-being of local communities and indigenous/tribal peoples affected by its operations. (ASC Criteria 1.15, 1.16)

3. Environmental and resource-use responsibility

The Supplier shall:

- 3.1. Comply with all applicable environmental laws and regulations. (ASC Criterion 1.17)
- 3.2. Manage water use responsibly, and avoid undue stress on water resources. (ASC Criterion 1.18)
- 3.3. Manage waste appropriately, including hazardous waste, and ensure proper disposal. (ASC Criterion 1.19)
- 3.4. Manage effluent discharge and ensure that it does not cause unacceptable impact. (ASC Criterion 1.20)
- 3.5. Use energy responsibly, monitor consumption and seek opportunities for reduction. (ASC Criterion 1.21)

- 3.6. Support sourcing of primary raw materials and ingredients that avoid conversion of natural ecosystems (e.g., no deforestation or habitat conversion) and meet other eligibility criteria for the feed standard.

4. Ingredient and product characteristics

Where applicable, the Supplier shall meet or disclose the required characteristics of the supplied materials, such as:

- 4.1. GMO status or presence/absence in the ingredient (if required by Buyer). (ASC Indicator 3.4.2)
- 4.2. Use of antibiotics or other medicinal additives must be disclosed and managed (Indicator 3.4.3)

5. Supplier code of conduct implementation & cascade

- 5.1. The Supplier declares that it meets the requirements of this Code, OR (if not yet fully compliant) has implemented a time-bound action plan to achieve full compliance. (ASC Indicator 2.1.6)
- 5.2. The Supplier commits to inform the Buyer in case of any material change which affects its ability to comply with this Code. (ASC Indicator 2.1.7)
- 5.3. The Supplier shall require its own suppliers (sub-suppliers) of materials used in the production of the supplied ingredient to implement an equivalent Supplier Code of Conduct covering the same minimum requirements. (ASC Indicator 2.1.8)
- 5.4. The Buyer may discontinue purchases from the Supplier (or ingredient manufacturer) if the Code is not met or corrective actions are not implemented within agreed timelines. (ASC Criterion 2.1.5)

6. Verification, audit and traceability

- 6.1. The Supplier agrees to provide documentation, information and access as requested by the Buyer (or its auditor) to verify compliance with this Code.
- 6.2. The Supplier shall keep accurate records of licenses, contracts, working conditions, wages, environmental monitoring, etc., and permit audits or third-party assessments as needed.
- 6.3. The Supplier shall cooperate in traceability of materials and providing origin, supplier/manufacturer identity and relevant data to enable Due Diligence by the Buyer under the ASC Feed Standard (Criterion 2.2) when applicable.
- 6.4. The Buyer will visit to the supplier facility at frequent intervals to verify the supplier code of conduct.

7. Declaration & signature

By signing below, the supplier confirms it has received, read and understood this Supplier Code of Conduct and agrees to abide by its terms. It further declares that the information provided is accurate

and complete to the best of its knowledge, and acknowledges that continuing supply is contingent on adherence to this Code.

8. Reference- ASC Feed Standard V 1.1

Supplier Name (Printed):	
Authorized Representative (Name & title):	
Signature:	
Date:	
Buyer (Feed Mill) Name (Printed):	Falcon Marine Exports Ltd (Feed Division)
Buyer Representative (Name & title):	
Signature:	
Date:	