

ETHICAL TRADING

Supplier Code of Conduct

North Cork Co-Operative Creameries Ltd is committed to maintaining the highest legal, moral and ethical standards of honesty, integrity and fairness in the conduct of our business. In order to meet this standard, we require each of our suppliers and their facilities to operate and act in full compliance with our ethical code, as well as with all applicable laws and regulations. This code also applies to affiliates and subcontractors of suppliers and to their respective facilities, to the extent that those facilities supply goods to North Cork Co-Operative Creameries Ltd.

Our Supplier Code of Ethics outlines the main requirements we understand to be necessary to operate effectively.

1. **Legal Requirements:** our suppliers must comply with all applicable national, state or regional, and local laws and regulations in the countries in which they operate.
2. **Limitations on gifts and gratuities:** to maintain high ethical standards and to avoid the appearance of impropriety, North Cork Co-Operative Creameries Ltd directors, officers and employees will not give or receive payments or gifts in exchange for business opportunities with customers, vendors, suppliers, governmental entities or other employees.
3. **Human rights:** North Cork Co-Operative Creameries Ltd will only initiate and renew contractual relationships with suppliers that do not violate basic human rights, as defined in the United Nation Declaration of Human Rights, the Core Conventions of the International Labour Organisation (ILO), and the ILO Declaration on Fundamental Principles and Rights at Work.
4. **Child Labour:** North Cork Co-Operative Creameries Ltd.'s suppliers must comply with International Labour Organisation Core Convention No. 138, which generally does not permit children under the age of 15, or 14 in less developed countries, with certain exceptions, to work in any occupation.
5. **Freedom Of Association:** our suppliers must comply with all applicable local laws and regulations that govern Freedom of Association in the country in which they operate.
6. **Forced Labour/Physical Coercion:** North Cork Co-Operative Creameries Ltd will not knowingly work with any supplier that uses forced, bonded, indentured or slave labour, nor will we knowingly tolerate the use of physical or mental coercion or corporal punishment.
7. **Wages and Benefits:** Our intention is to do business only with suppliers who comply with minimum wage and overtime requirements. In countries that set a maximum work week, suppliers must comply with such requirements.
8. **Discrimination:** North Cork Co-operative Creameries Ltd.'s suppliers must not discriminate on the basis of age, religion, marital status, family status, sexual orientation, race, member of the traveller community, disability.



Pat Sheahan CEO

August 2017