



Responsible Sourcing Policy

1. Purpose

This policy sets out our company's commitment to sourcing raw materials, ingredients, packaging, and services in a way that is ethical, sustainable, and socially responsible. As a food manufacturer, we recognize our role in safeguarding human rights, protecting the environment, and ensuring safe and high-quality products for our consumers.

2. Scope

This policy applies to all suppliers, contractors, and business partners providing goods or services to our company. It covers suppliers and, where possible, upstream suppliers in our value chain.

3. Principles

3.1 Legal Compliance

Suppliers must comply with all applicable laws and regulations in the countries where they operate. This includes labor rights, food safety, environmental protection, health and safety, and anti-corruption laws.

3.2 Human Rights & Labor Standards

Suppliers must sign and meet the *Good Food Group Supplier Code of Conduct* to ensure compliance with human rights and ethical standards, e.g. no forced labor, child labor, or human trafficking, no discrimination, freedom of speech and association etc.

3.3 Environmental Responsibility

Suppliers must work to minimize their environmental impact, including responsible water use, waste management, emissions reduction, and biodiversity protection. Where possible, renewable energy and sustainable agricultural practices should be prioritized.

3.4 Food Safety & Quality

All Suppliers of ingredients and raw materials must meet relevant food safety standards by operating a GFSI recognized certification system, as shown on [GFSI's website](#). The most common are:

- BRCGS
- FSSC 22000
- IFS Food
- SQF
- Global G.A.P.
- CanadaGAP
- PrimusGFS
- JFSM

Valid certificates must be provided. If a supplier does not hold a GFSI recognized certification, auditing (internal and/or external) will be required.



4. Risk Analysis and Due Diligence

We apply a risk-based approach to responsible sourcing, focusing on materials, geographies, and supply chains that present higher risks related to:

- Human rights violations
- Deforestation and biodiversity loss
- Climate change impact
- Food fraud or adulteration

Risk assessment:

- Evaluate suppliers as described in *Good Food Group Supplier Approval Procedure*.

Due diligence and ethics:

- Do background checks
- Require Sedex membership or completion of similar Self-Assessment Questionnaire (SAQ)
- Require BSCI amfori or equivalent (SMETA or SA8000) ethical/social certifications and/or audits of suppliers in risk countries
- Completion of *Good Food Group Raw Material Questionnaire*
- Carry out audits when necessary
- Where issues are found, we will work with suppliers on corrective action plans. Serious or repeated violations may result in termination of business relationships.

5. Transparency & Traceability

Suppliers must provide clear, accurate, and timely information about sourcing practices, origin of raw materials, and certifications. Where relevant, suppliers should disclose use of subcontractors and ensure they also comply with this policy.

6. Continuous Improvement

We encourage suppliers to go beyond compliance and adopt best practices in sustainability, such as regenerative agriculture, fair trade, and circular economy principles.

7. Responsibilities

Chief Procurement Officer is the owner and overall responsible for this policy

Category Manager ensures due diligence

Quality Specialist performs risk assessment with support from ESG Manager and QA Group Manager

ESG Manager supports Quality Specialist in case of doubt

Quality Manager supports Quality Specialist in case of doubt



8. Compliance and Enforcement

All employees and stakeholders involved in any procurement process within GFG must comply with this policy.

9. Review and Updates

This procurement policy should be reviewed periodically to ensure its effectiveness and relevance. Feedback and suggestions for improvement shall be forwarded to the CPO.

10. Related Documents

Good Food Group Supplier Code of Conduct

Good Food Group Supplier Approval Procedure

Good Food Group Supplier Risk Assessment Form

Good Food Group Raw Material Questionnaire

12. Approval and Effective Date

Approved by (Name/title)	Chris Mariegaard Hoffmann, Chief Procurement Officer
Approval date (DD-MM-YYYY)	25-02-2026
Next review date (DD-MM-YYYY)	25-02-2028