



SUPPLIER CODE OF CONDUCT

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Recommending for approval:	Signature / Date:	Approved by:	Signature / Date:
Jeny A. de Vera	(original copy signed)	Edwin C. Africa	(original copy signed)
Mary Jennifer S. Tan	(original copy signed)	Teodoro Alexander T. Po	(original copy signed)
		Christopher T. Po	(original copy signed)

Century Pacific Food, Inc. (CPFI) has operated with high ethical business standards and integrity for more than 40 years. To keep the trust placed in us, we count on our Suppliers and business partners across the globe to commit and uphold to our high standards of integrity, values and operating principles. Our Supplier Code of Conduct, outlines CPFI's expectations and guidelines with respect to responsible sourcing, including our commitments to human rights, the environment, health, safety and quality, business ethics and the development of a sustainable supply chain.

“**Suppliers**” refers to any third party that provides goods or services to CPFI including, but not limited to, our direct and indirect Suppliers, co-manufacturers and co-packers, labor providers, logistic providers, distributors and licensees including their parent, subsidiary or affiliate entities.

We expect our Suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards with applicable laws in countries where they operate and conduct business.

It is the responsibility of our suppliers to ensure that their own suppliers in the value chain comply with standards that would not violate the CPFI code of conduct.

By its acceptance of any purchase order and contract or any agreement from Century Pacific Food Inc., the Supplier acknowledges its acceptance of the Supplier Code and intention to comply with its requirements.

I. HUMAN RIGHTS

A. Child Labor

CPFI does not engage in or support the use of child labor. CPFI suppliers must not recruit child labor in accordance to Republic Act No. 7610 known as the “Special Protection of Child Abuse, exploitation and Discrimination Act” and as defined by

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ILO Convention 138 & 182 and United Nations Convention on the Rights of the Child (1989), and all relevant national and international laws, regulations and provisions applicable in their country of production or operations.

B. Forced Labor and Human Trafficking

CPFI does not tolerate any form of abusive or illegal labor in our supply chain. CPFI suppliers will make sure that forced, bonded, indentured or involuntary prison labor are not present in its operations. CPFI requires that all labor in its supply chain be voluntary and that workers are allowed freedom to leave their employer after reasonable notice.

C. Non-Discrimination

CPFI supplier will not discriminate with regards to workers based on race, religion, beliefs, gender, marital or maternal status, age, political affiliation, national origin, disability, sexual orientation or any other basis.

CPFI supplier will, as a general principle, base decisions relating to hiring, salary, fringe benefits, promotion, termination on workers individual skills and ability to do the job.

D. Harassment

CPFI supplier will not engage, support or allow physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. All disciplinary actions must be recorded and be fair, proportionate and fully compliant with the Labor Laws.

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E. Working Hours, Wages and Benefits

CPFI is committed to upholding applicable laws regarding working hours, wages and benefits for individuals employed throughout the supply chain. We encourage our Suppliers to work toward paying a wage that is sufficient for workers to meet their basic needs and provide some discretionary income.

II. HEALTH, SAFETY & QUALITY

CPFI requires that all workers be provided with a safe and healthy working environment. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Applicable occupational Health and Safety regulations will be adhered to, and a working environment which is safe and conducive to good health shall be provided.

III. ETHICS

A. Business Integrity

CPFI is committed to conducting business ethically and lawfully in countries where we operate across our supply chain. We prefer to do business with Suppliers and business partners who demonstrate a strong commitment to ethical behavior.

Suppliers conduct their business in accordance with the highest ethical standards and to have controls in place that prohibit and detect the misuse of company assets, corruption, bribery, improper gifts, extortion, embezzlement and even the appearance of conflicts of interest.

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Suppliers will not offer or accept bribes or other unlawful incentives to/from their business partners. Suppliers are expected not to offer CPF I employees gifts or any other kind of personal benefit resulting from the relationships with the suppliers.

Suppliers' business dealings should be fair, legal and honest.

B. No Gift Policy

CPF I does not allow receiving and soliciting of gifts from our suppliers, business contacts and partners. Sending gifts to the employee's home or any location other the company premises is strictly prohibited. This is for the equal protection of both our companies and to eliminate all perceived bias and unjust treatment. "NO GIFT POLICY" is applicable the whole year round.

C. Fair Competition

Suppliers will conduct their business in line with fair competition and in accordance with all applicable anti-trust and anti-corruption laws.

D. Privacy & Intellectual Property

Suppliers and business partners with access to CPF I's confidential information should not disclose such information to any other person without the written consent coming from the authorized representative of CPF I.

Suppliers will safeguard and make only appropriate use of confidential information and ensure that all employees and business partners' privacy and valid intellectual property rights are protected. The Supplier agrees that the information it acquired through proposals and negotiations shall be retained in confidence and shall not

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be reproduced, used, disseminated, displayed, tested, published, or disclosed to any third party.

CPFI maintains a corporate Data Privacy policy which emphasize on respect of and values data privacy rights in accordance to RA 10173 or The Data Privacy Act of 2012 and ensure that all personal data collected (e.g. from suppliers, etc.) are processed in adherence to the general principles of RA 10173 which are transparency, legitimate purpose, and proportionality.

E. Conflict of Interest

CPFI supplier will not enter into an agreement or connive with any of the officer of the Company to secure a favorable engagement. In the event that the Supplier has a relative within the 3rd degree of consanguinity or affinity with any of the employees of the Company, the Supplier shall disclose and made known such fact as soon as possible.

IV. ENVIRONMENT

CPFI is committed to reducing our environmental impact across our supply chain and to supporting sustainable operational and agricultural production practices. CPFI suppliers shall ensure compliance with applicable laws and regulations relating to environmental protection including environmental classification, reporting, and inspections by authorities.

Operations fully comply with all local environmental laws and regulations.

All required environmental permits are obtained, maintained and kept current and any operational, registration and reporting requirements shall be followed.

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V. MANAGEMENT SYSTEMS

Suppliers ensure that adequate and effective management systems, policies, procedures, financial documentation and training are in place to ensure ongoing compliance with the Supplier Code. We reserve the right to request from our Suppliers information about the management of relevant issues outlined in the Supplier Code.

CPFI reserves the right to verify compliance with this Supplier Code through internal and external assessment mechanisms, such as self-assessment questionnaires, announced on-site independent third-party audits, and worker well-being surveys. Such audits may inspect Suppliers' facilities, operations, books and records, and supplier-provided housing, and may include confidential worker interviews. If non-compliances are observed, the supplier will be required to take corrective actions.

We also reserve the right to request that Suppliers disclose information that may pertain to geographical location of facilities that produce any item supplied to CPFI, origin of raw materials produced within their facilities and environmental performance indicators

Suppliers who believe that an employee of CPFI, or anyone acting on behalf of CPFI has engaged in illegal or otherwise improper conduct, should report the matter to the Company. Violations and concerns may be reported directly at +632 8706-5320), +639173269568 and/or email to cpgethics@centurypacific.com.ph. Rest assured that identities will be kept confidential and supplier's relationship with CPFI will not be affected by an honest report of potential misconduct.

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