

Mindful Chef

Mindful Chef Supplier Code

Mindful Chef's mission is to make healthy eating easy. We are a B Corp focusing on people, planet and profit and our ways of working underpinned by our three values of Mindful, Personal & Unafraid. We supply high quality, ethically and sustainably sourced recipes, meals and drinks, and use business to educate and help reduce its impact on the environment. Mindful Chef also seeks to exercise the best possible practices for the respectful and ethical treatment of workers and promote conditions in which workers earn fair wages in safe workplaces. We are committed to reduce our impact on the environment and are already carbon neutral with a commitment to Net Zero by 2030.

Our Sourcing Principles:

- **Mindful Chef sources with care and respect for the people, planet and oceans where materials and services are produced.**
- **Our Suppliers apply good labour standards in recruiting, compensating and caring about their workforce and conducting business in an ethical and collaborative way.**
- **Our standards are applied by our suppliers, with the same principles of transparency and compliance, upstream including nurturing standards, traceability and improvement**
- **We strive to work with suppliers who go beyond regulatory compliance and apply leadership in environmental, people and animal welfare principles**

The Mindful Chef Supplier Code defines our standards for fair, safe and healthy working conditions, and environmental responsibility throughout the supply chain. Mindful Chef requests that all suppliers commit to our Code.

We seek to work with suppliers who like us are committed to continuous improvement and progression on their sustainability journey. Mindful Chef expects all suppliers to have the means to identify, measure, monitor and drive improvement.

Purpose

Mindful Chef upholds the highest levels of ethics and integrity in its affairs. The Supplier Code has been put in place to set forth basic standards of ethical behavior. This code serves as a general guide and when confronted with ethically ambiguous situations, a supplier should keep in mind Mindful Chef's commitment to the highest ethical and environmental standards and seek advice from appropriate sources so as to ensure that this commitment is honored at all times.

Understanding our impact and that of our suppliers on the environment through their own activities and the activities within their supply chains is central to our principles and underpins our sourcing decisions. This document highlights some of the fundamental areas of impact that we and our suppliers need to work on to create a more sustainable future.

Transparency & Traceability

Mindful Chef and its suppliers are jointly responsible for delivering continuous improvement in social and environmental matters. We jointly hold the responsibility throughout the supply chain to uphold the integrity of our product content claims from the farm through to the finished box that customers receive in their homes. Mindful Chef's reputation and transparency with customers is one of its most valuable assets. Persons or companies that do business with Mindful Chef are expected to carry out their business with Mindful Chef with professionalism and comply with our high standards of honesty, integrity and fairness. To achieve this, suppliers have to map their supply chains and know where their products and ingredients come from with full traceability and share this insight and transparency with Mindful Chef. Mindful Chef will use a web-based portal, Muddy Boots' Greenlight Supplier Management System to facilitate supplier's delivery and management of this supply chain mapping.

Standards

1. Visibility and Standards

- The supplier compliance standards and certifications and those within the supply chains supply chains need to be visible to us.
- We will use Muddy Boots' Greenlight Supplier Management System for suppliers to file the relevant documents for the standards achieved for their businesses and we require that our suppliers keep these documents up to date. The Greenlight Supplier

Management System will also record and hold the supplier mapping, bringing visibility of the upstream sourcing and upstream standards whether through first party or third party verification

- Visibility of and Standards for the Ethical status of the Mindful Chef supply chains will be held using the SEDEX portal (see below)

2. Employment Standards

- Mindful Chef are members of SEDEX, this provides us and our suppliers with the visibility of ethical standards within our supply chains. Mindful Chef require that all our suppliers are registered members of SEDEX. The SEDEX database needs to be completed by all our suppliers for their sourcing of products. It helps identify where any risk lies in the supply chain and how to manage that risk through third party independent audit (SMETA). This visibility and knowledge will help our suppliers improve their responsible and sustainable business practices and source responsibly.
- Suppliers will maintain fair and non-discriminatory work environments where all employees are treated with respect and dignity and in a manner that conforms not only with workplace practices but also with Mindful Chef's high ethical standards in respect of its business practices, including employment.
- No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse or to monetary fines or embarrassing acts as a disciplinary measure.
- Mindful Chef are passionate about gender equality and expect to see evidence of diversity, support of LGBT colleagues and workers and we expect to see in our supply base that everyone is treated as equals, have a sense of belonging and there is equality in people's ability to progress.
- There shall be no use of forced labor, including prison, indentured, bonded, slave or other forms of forced labor. Acts of human trafficking are also prohibited.
- Modern Slavery exists in the UK food supply chains and throughout the world and suppliers need to have in place the training of their staff to enable them to identify signals and circumstances that indicate where people are vulnerable to Modern Slavery and how to manage these situations.
- Comply with UN Universal Declaration on Human Rights , ILO Conventions on Core Labour Standard, ILO Convention No. 29 on Forced Labour, ILO Convention No.105 on Abolition of Forced Labour as well as industry Standard and practices such as the ETI Base Code and the UK GLA legislation

3. Environmental Responsibility

- Suppliers are responsible for disclosing, managing, measuring and minimizing the environmental impact of their facilities. Specific focus areas include carbon reduction,

air emissions, waste reduction, dangerous chemicals, recovery and management, water use and disposal, and greenhouse gas emissions. We aim to work with those who share our beliefs and values and will look for alternative solutions should suppliers be unable or ultimately unwilling to comply with our high standards. We will strive to improve our own sustainability including meeting our Net Zero carbon target by 2030 and to improve higher environmental standards within our business and our supply chains.

- To achieve Net Zero, carbon emissions require measuring and monitoring to drive improvement and we need our suppliers to support use of tools such as the Cool Farm Tool
- We want to continue to work with our farming partners to improve biodiversity, soil health, water and air quality, carbon foot printing and sustainable agricultural practices. We expect all our leading farming sources to have in place farm level improvement plans and long term sustainable agricultural strategies.
- We support the use of farm management systems to measure, monitor and drive improvement, such as LEAF
- As a minimum, all Mindful Chef Fresh Produce is in the UK from Farm Assured sources and from any imported Global Gap certified Farms
Mindful Chef recipes are near 100% Palm Oil free and the aim is to achieve Palm Oil free status. Where there is Palm oil at present, this is solely from RSPO production

4. Livestock Production and Fishing

- Mindful Chef have detailed standards for Livestock Production and for Fish; we expect our suppliers to drive improvement in these standards and to be sourcing from, or aiming to source from the higher certifications standards in the relevant industry
- All Mindful Chef Beef, Pork, Lamb and Chicken production are free range
- All our Beef, Pork, Lamb and Chicken sources and process facilities of farmed Meat, Poultry must be RSPCA Assured, (or equivalent / higher fully audited standard approved by Mindful Chef), raised in the UK and from Farm Assured farms.
- Mindful Chef Beef and Lamb are raised on Grass and Forage based diets (over 80%)
- Suppliers must respect animal welfare and work demonstrably and progressively towards adopting healthy and humane practices for animals based on best available technology and standards.
- All Wild caught Fish and Seafood are MSC, MCS certified.
- All Farmed Fish are Global Gap and Seafood is BAP certified. Mindful Chef intend to source in the future from Farms that can demonstrate the highest level of Fish Welfare in production and handling and are part of a well-managed fishery working to ensure the health of the fishery for the future.

5. Confidentiality

- Suppliers must maintain the confidentiality of all sensitive information entrusted to them. Confidential information includes all non-public information that might be of use to competitors or other third parties or harmful to Mindful Chef if disclosed. This also includes all information that third parties have entrusted to Mindful Chef. The obligation to preserve confidential information continues even after a supplier's business relationship with Mindful Chef ends.

6. Compliance with Laws, Rules and Regulations

- In conducting business with Mindful Chef suppliers must comply with applicable laws, rules and regulations at all levels of government in the United Kingdom.
- Comply with all other applicable international laws and regulations including those relating to international trade (such as those relating to sanctions, export controls and reporting obligations), data protection, confidentiality & privacy, intellectual property and anti-trust and competition laws

7. Timely and Truthful Reporting

- Suppliers involved in the preparation of financial, sales or payment reports submitted to Mindful Chef are required to make disclosures that are full, fair, accurate, timely, and understandable. They may not knowingly conceal or falsify information, misrepresent material facts, or omit material facts necessary to avoid misleading the authorities or Mindful Chef. The same standards apply to other public communications made by the supplier which reference Mindful Chef.

