



Supplier Code of Conduct

At Vital Farms, our mission is to bring ethical food to the table. We are committed to improving the lives of people, animals, and the planet through food. Since day one, we have practiced Conscious Capitalism, prioritizing the long-term sustainability of our stakeholders who include farmers, suppliers, crewmembers, customers, consumers, the environment, community, and stockholders when we make decisions. Our designations as a Certified B Corporation and public benefit corporation are natural extensions of the purpose-driven business we built from the beginning.

Vital Farms works with suppliers located in areas with diverse social, economic, and cultural circumstances. We aim to work with suppliers that share our values and commitment to ethics. These guidelines follow the expectations outlined in the United National Guiding Principles on Business Human Rights and the Core Conventions of the International Labor Organization (ILO). This Code is an extension of our Human Rights Policy.

This Code applies to all Vital Farms' direct and indirect suppliers, brokers, co-manufacturers, and distributors, including their parent, subsidiary or affiliate entities (herein referred to as "Suppliers"). Any reference to employee(s) includes temporary labor used or retained.

We expect Suppliers to adhere to this Code and are responsible for ensuring their practices are consistent with the practices herein. The guidelines set forth here are the minimum required.

- **Nondiscrimination:** Suppliers shall offer fair and equal employment decisions, including, without limitation, decisions regarding recruitment, selection, hiring, compensation, benefits, training, advancement, discipline, discharge, and other terms, conditions, and privileges of employment, based on individual qualifications, without regard to race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, marital status, veteran status, or any other status protected by law.
- **Diversity and Inclusion:** Suppliers shall provide opportunities to diverse suppliers and businesses when supplying goods to Vital Farms.
- **Child Labor:** Suppliers shall not hire children younger than the minimum age of employment required by the laws of the jurisdiction wherein they operate.
- **Forced Labor:** Suppliers shall prohibit the use of slavery or human trafficking in their facilities and operations, as well as the use of any form of forced, coerced, indentured or compulsory labor.
- **Abuse, Harassment, and Disciplinary Action:** All workers are to be treated with respect and dignity and in compliance with local legislation and disciplinary practices. Any form of abuse, intimidation, corporal punishment, or harassment will not be tolerated. Suppliers shall not establish monetary fines and/or take deduction from wages for disciplinary reasons.
- **Health & Safety:** Suppliers shall comply with all applicable health and safety laws and regulations to assure the health, safety, and well-being of employees and visitors. Suppliers shall also comply with all applicable laws and regulations regarding acceptable living conditions.

- **Wages:** Suppliers shall fairly compensate all workers with wages, overtime premiums, and benefits that meet or exceed local laws or collective agreements. Suppliers are encouraged to provide living wages that are sufficient to meet workers' basic needs.
- **Working Hours:** Suppliers shall comply with applicable national regulations and agreements concerning working hour rules. Suppliers shall abide by local laws of maximum hour and workweek.
- **Freedom of Association:** Suppliers shall respect the right of workers to form and/or join organizations of their choosing and recognize workers' rights to bargain collectively through those organizations.
- **Ethics:** Suppliers shall conduct business ethically without ignoring social responsibilities and with integrity, avoiding improper advantage, with zero tolerance for bribery and corruption, disclosure of information, intellectual property, fair business, advertising and competition, responsible sourcing, international trade, privacy, and risk assessment and management.
- **Environmental Impact:** Suppliers shall abide by all applicable environmental laws. Suppliers are encouraged to move beyond compliance obligations to set goals and make progress towards integrating sustainable practices throughout their operations. Suppliers are encouraged to implement systems that are designed to minimize the impact on the environment through their supply chain, the production process, and the products themselves.
- **Animal Welfare:** Suppliers shall ensure that animals under their care are treated in a humane manner including and provide an environment for animals that is consistent with the "five freedoms" of animal welfare, which are defined as:
 1. Freedom from thirst, hunger, and malnutrition
 2. Freedom from discomfort
 3. Freedom from pain, injury, and disease
 4. Freedom to express normal behavior
 5. Freedom from fear and distress

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