



# TILLAMOOK COUNTY CREAMERY ASSOCIATION

*Producers of genuine "TILLAMOOK® CHEESE"*

## Supplier Code of Conduct

Consumers who purchase our products are concerned about the impact each product has on the environment, people, animals and communities in which we live and work. So are we.

As a trusted national brand our influence extends beyond our dairies or the walls of our offices, processing plants and other facilities. As a cooperative, we recognize that we need to include our suppliers in promoting the health and safety of people, fundamental human rights and dignity, sustainable environmental practices and the health and welfare of animals.

TCCA is committed to conducting business in an ethical, legal, and socially responsible manner. To encourage supplier compliance with legal requirements and socially responsible business practices, we have established our supplier code of conduct.

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| Purpose                 | Our supplier code of conduct is a tool, developed to guide TCCA in selecting and retaining business partners that follow workplace standards and business practices consistent with our policies and values.  |
| Expectation             | Each supplier doing business with TCCA is expected, at a minimum, to abide by all applicable laws, codes or regulations including, local, state or federal laws. Each supplier is also required to comply with basic labor rights; certain environmental stewardship obligations and animal care requirements.  |
| Supplier Responsibility | <p>We value the relationships we have developed with our suppliers and we know that these relationships are a key to our success. These relationships are built on a foundation of trust and honesty and a commitment to ethical business practices.</p> <p>Each supplier is responsible for ensuring compliance with our supplier code of conduct by all of their facilities and their suppliers and subcontractors that produce or provide materials or services that are used in our facilities.</p> <p>Each supplier will maintain compliance records for all supplier facilities and will make them readily available, if requested, for an audit by TCCA or a third party. We reserve the right to conduct or have a designee conduct inspections of suppliers' and their business practices, records, facilities, and, where provided by supplier, housing accommodations, as well as interview employees.</p> |
| Enforcement             | We are committed to communicating with our suppliers, encouraging them to promote high standards of work and behavior in their organizations as well. While remediation of issues and continuous improvement of our supplier code of conduct are our goals, if we find our standards are not consistently being met, we will take action – up to and including termination of our business relationship.  |
| Community Involvement   | We will favor those suppliers who make efforts to contribute to improving conditions in the communities in which they operate.  |

## Basic Human Rights Protection

**Labor Rights**      Child Labor Supplier will not use workers under the legal age for employment for the type of work being performed in any facility in which work is being done for TCCA.

Wages and Benefits Supplier will abide by all applicable laws relating to wages and benefits.

Non-Discrimination While recognizing and respecting cultural differences, supplier will not discriminate against workers or potential employees on the basis of gender, race, color, national origin, religion, age, disability or any other prohibited basis.

Established Hours of Work and Overtime Supplier agrees to comply with all applicable laws and ordinances relating to maximum daily and weekly hours of work and overtime.

Disciplinary Practices Supplier will not engage in the use of physical, mental, verbal or other worker abuse. All workers are treated with respect and dignity.

Work Environment, Safety and Health Suppliers shall provide a safe and healthy working environment, including protection from fire, accidents, and toxic substances. Lighting, heating and ventilation systems should be adequate. Workers should have access at all times to sanitary facilities, which should be adequate and clean. When providing residential facilities, the same standards should apply.

Forced Labor Supplier shall not employ forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

Migrant Workers If supplier employs migrant workers, supplier shall fully comply with the labor and immigration laws of the host country. The terms under which the migrant worker is hired must be in writing and in a language the worker fully understands and shall be signed by both parties along with any required government approval stamp. Passports or other personal identification shall remain in the worker's possession at all times and never withheld by the supplier, facility or any third party.

Employee Notification To the extent required by law, suppliers will post notices of at least the standards described in this code, in languages necessary to communicate to their workers.

## Environmental Stewardship

Environmental Footprint	<p><u>Air Quality</u> Supplier will be in compliance with all federal, state and local air quality regulations.</p> <p><u>Hazardous Material and Manufacturing Processes</u> Supplier will dispose of all hazardous material and chemicals in accordance with the applicable local laws and must meet or exceed wastewater treatment and recycling requirements. In the event hazardous or polluting materials are discharged improperly the appropriate authorities will be immediately notified and the immediate and proper remediation actions will be taken.</p> <p><u>Restricted Materials Program</u> If TCCA determines through various methods, including market and consumer research, that certain materials or ingredients would be harmful to the processing of our products or would contradict our consumers' image of our brand, we reserve the right to restrict their use.</p>
Sustainable Product Development	<p><u>Use of Recycled and Non-toxic Material</u> Supplier will make every effort, when developing supplies and materials for TCCA, to use recyclable material. All supplies and materials will be non-toxic.</p>

## Animal Care

Animal Health and Safety	<p>Suppliers will comply with TCCA's Best Management Practices policy, promoting sustainability, the welfare of farm animals and the production of the highest quality milk. The method or manner used to attain TCCA's Best Management Practices are left to the individual dairy farmer to implement based on the particular needs of their dairy herd, their farm workers and the local environment.</p> <p><u>TCCA Best Management Practices</u></p> <ol style="list-style-type: none"><li>1. Animals will always be treated with respect and compassion.</li><li>2. Dairy cows will receive proper nutrition.</li><li>3. Barns and other animal facilities will provide appropriate shelter for environmental conditions. Cows and people need a safe, comfortable environment in which to live and work.</li><li>4. Animal handling, including restraint and hauling, will be done in ways that minimizes stress and risk of injury to both the animals and people involved.</li><li>5. Animals will be properly managed for the prevention of disease and injury. For animals requiring medical treatment, medications will be used responsibly to support the animal's return to health and to ensure that milk, delivered to TCCA receiving facilities, is free of residues. Following federal regulations, all milk deliveries are tested for antibiotic residue prior to unloading.</li><li>6. No ruminant derived feed material will be used as a protein source for dairy animal feed.</li></ol>
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