



1. What Oliehoorn stands for

Oliehoorn is an independent family-owned company producing sauces and supplying vegetable oils for industry, wholesale and foodservice. Every day, we work with agricultural raw materials and products that reach millions of consumers.

Our suppliers and partners play a crucial role in this. This Code of Conduct sets out the minimum standards and the shared direction for development that guide our cooperation. It serves as a framework for responsible business conduct, based on quality, transparency and accountability throughout the value chain.

These principles apply to all suppliers and, where relevant, to their own suppliers.

Oliehoorn is certified as a B Corp. This means we are committed to high standards in the areas of governance, employees, the environment and value chain responsibility. This Code of Conduct directly aligns with those commitments.

Oliehoorn expects its suppliers to share these principles and, where possible, to apply them within their own organisation and supply chain. We ask suppliers to work with their own partners and to use their influence where possible, so that together we act in line with the core values set out in this document.

2. Legislation & integrity

Suppliers comply with all applicable laws and regulations and conduct business in an honest and ethical manner. We expect that:

- business relationships are based on objective criteria such as quality, reliability and price;
- corruption, bribery and conflicts of interest are avoided;
- fair competition is upheld;
- information is provided accurately, completely and transparently.

Cooperation with Oliehoorn is based on trust and professional conduct.

3. Product quality & food safety

Product quality and food safety are fundamental to Oliehoorn. We expect suppliers to:

- comply with all applicable legislation and relevant standards;
- deliver in accordance with agreed specifications and quality criteria;
- ensure traceability of raw materials and products;
- actively contribute to safeguarding and improving quality.

Together, we strive for consistent quality and continuous improvement.

4. People & working conditions

We expect suppliers to treat their employees fairly, safely and with respect. This includes:

- no child labour, forced labour or discrimination;





- safe and healthy working conditions;
- compliance with labour laws and fair remuneration.

In doing so, we align with internationally recognised principles such as the UN Global Compact and the OECD Guidelines.

5. Animal welfare

Eggs are the only animal-derived raw material processed by Oliehoorn. We expect egg suppliers to:

- operate in accordance with applicable legislation and relevant animal welfare standards;
- treat animals with care throughout the entire chain;
- be transparent about origin and housing systems.

6. Environment, raw materials & impact

Oliehoorn works with agricultural raw materials and vegetable oils and is aware of the impact this has on the environment, natural resources and emissions. We expect the same awareness from our suppliers.

We ask suppliers to:

- use energy, water and raw materials responsibly;
- minimise waste, emissions and losses wherever possible;
- be transparent about the origin of raw materials and relevant environmental risks.

For strategic suppliers, we actively seek collaboration to further reduce environmental impact. Sharing environmental and CO₂ data is actively encouraged as a means to achieve targeted improvements together.

7. Confidentiality & information

All information shared in the context of the collaboration is treated confidentially and used solely for the purpose for which it is provided. This also applies to personal data.

8. Value chain responsibility & cooperation

We expect suppliers to:

- promote these principles within their own value chain where possible;
- be open about relevant risks or incidents;
- cooperate with reasonable requests for information or clarification.

This Code of Conduct is explicitly intended as a basis for dialogue, cooperation and improvement.





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9. Compliance

This Code of Conduct forms an integral part of the cooperation with Oliehoorn. In the event of structural or serious deviations, we reserve the right to take appropriate measures.

10. Declaration

By cooperating with Oliehoorn, the supplier declares that it endorses this Code of Conduct and will make every effort to act in accordance with its principles.

Supplier name:

Name of authorised representative:

Date:

Signature:

As a certified B Corp, we look beyond price and specifications alone. Responsible entrepreneurship, transparency and a willingness to improve are key pillars in our collaboration with suppliers.

This Code of Conduct describes what we expect as a minimum and where we aim to grow together. It is not a checklist, but a framework for open and professional lo

