


<p>O'Brien Fine Foods - ESG Manual</p> <p>Date Of Issue - 31.01.2025</p> <p>Page 1 Of 3 Rev 3</p> <p>Issued By Nick Reynolds</p>	
<p>Subject: Responsible Sourcing Policy</p>	<p>Approved By Nick Reynolds</p>

Responsible Sourcing Policy

Our Commitment and Our Principles:

We believe that it is our responsibility to source products from suppliers that are aligned to our values and operate to the same standards of integrity to which we hold ourselves. Responsible sourcing is a fundamental pillar of our purpose allowing us to bring better quality foods to everyone everyday while enhancing quality of life and protecting our planet.

We can achieve our Purpose by focusing on the 3 Pillars: Better Sourced, Better Made and Better For You and in turn make a positive difference to society.

We are committed to working with our suppliers to source better products while using our purchasing principles of Quality, Sustainability, Service, Innovation, Provenance, and Price.

Through OBFF's '*Preferred Supplier Review*', an annual assessment of our Suppliers Sustainability and Quality performance, we have created a channel to work with our Suppliers on all pressing ESG related areas. In light of further ESG regulatory requirements, such as the European Union Deforestation Regulation 'EUDR', we will use these channels to work with those Suppliers effected, to align our processes to ensure the raw materials that we are using in our products are not responsible for wider environmental impacts and deforestation.

As the ESG regulatory requirements intensify, we will continue to look to build these channels of engagement with our Suppliers and all other relevant Stakeholders.

Introduction

Our supply base is one of our most important strategic resources. Supply of high-quality raw materials is essential to ensuring the long-term sustainability of our business and exceeding our customer' requirements. It is important to know where all our raw materials come from and how they are produced. We want to have open and honest relationships with our suppliers who are continually developing opportunities in areas of sustainability.

In line with our purchasing principles, we will look more favourably on suppliers that can provide solutions and help us achieve our sustainability goals.

O'Brien Fine Foods responsible sourcing policy demonstrates our commitment to leadership in sustainability and addresses the following key elements:

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- Fair working conditions
- Plant and Process Safety
- Product Quality & Safety
- Environmental and Biodiversity impact reduction (Deforestation free)
- Supply Chain Transparency
- Innovation

Our suppliers must ensure sustainable and ethical business practices through their policies, targets, management systems and processes, striving for continuous improvement in their sustainability performance. Suppliers must be able to provide us with sustainability information, especially in light of more stringent sustainability regulation. Our suppliers must comply with these applicable laws, rules, and regulations as well as the standards relevant for their business.

O'Brien Fine Foods suppliers are assessed with respect to their ability to meet product specifications. We will conduct periodic audits to evaluate suppliers operational, environmental, and ethical performance.

Through our '**Preferred Supplier Review**', we will work with our suppliers where challenges arise, to progress their sustainability credentials, as well as work through corrective actions for any non-conformances.

This Responsible Sourcing Policy addresses the following key elements which are also outlined in our supplier code of conduct.


1. Fair working conditions:

Our suppliers are required to ensure fair working conditions. This includes:

- Giving employees the right to rest and recuperate and providing them with fair compensation and benefits.
- Prohibiting discrimination relating to, but not limited to, race, colour, gender, sexual orientation, religion, political affiliation, trade union membership, disability, nationality, social origin, or age.
- Respecting the rights of employees to freedom of assembly and association.
- Prohibiting child labour
- Demonstrating zero tolerance for forced labour

2. Plant and process safety:

The design and operation of our suppliers' production plants and manufacturing processes must be safe for their employees, the public and the surrounding communities. Risk assessments must be carried out for all production facilities. Processes that may lead to serious incidents must be identified,

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and their hazards and risks must be thoroughly analysed. Adequate corrective actions must be taken to minimize identified risks.

3. Product quality & safety

Our suppliers' products must be safe for their intended use in terms of human health and the environment. They must also meet the agreed product specifications. We are committed to using suppliers that will go beyond the regulatory requirements. We will promote suppliers that are leaders in animal welfare and require that slaughter and processing plants always adhere to best practices.

4. Environmental impact reduction and Biodiversity (Deforestation Free)

O'Brien Fine Foods are committed to reducing its environmental footprint in areas such as carbon, energy, waste, and water as well as driving progress toward a circular economy. We expect our suppliers to support us in achieving our goals and to set themselves targets that are as ambitious as our own. We want to engage with suppliers that support local biodiversity, and we want to share ideas and work together to create a healthy ecosystem.

In light of recent deforestation regulatory requirements, we will ensure that we are working with Suppliers that can provide us with the comfort that all necessary due diligence and risk mitigation is in place to show that our products are not contributing to further deforestation and environmental degradation.

6. Supply chain transparency

O'Brien Fine Foods strive to create supply chains with complete traceability to assess and monitor associated risks. We expect our suppliers to be sure of the integrity of their own supply ensuring that they also adhere to our policy and codes of conduct.

7. Innovation

O'Brien Fine Foods want to encourage our suppliers to be creative and to continuously look at ways of improving their products and processes by embracing new and innovative technologies. We want to work with suppliers that can solve problems or provide solutions via creative thinking or investment in new technologies.

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A handwritten signature in black ink, appearing to read "John O'Brien", written over a horizontal line.

John O'Brien, **Managing Director**

January 2025