



Yonderland

Yonderland Code Of Conduct

The Yonderland Code of Conduct for Suppliers, Manufacturers and their Suppliers and sub-contractors (hereinafter, the CoC) defines the standards for fair, safe and healthy working conditions and environmental responsibility throughout the supply chain. Yonderland encourages all parties involved in its supply chain of products & services to exceed the CoC's standards. All suppliers must commit to abide to our CoC and other applicable terms. Yonderland attaches particular importance to ensuring that humans and animals that are part of our production processes are treated legally and in a morally and ethically responsible manner.

The CoC shall be applied to the whole supply chain, incl. manufacturers, sub-suppliers, sub-contractors, farms (Tier 4 to Tier 1, hereinafter, Suppliers). In this respect, Yonderland does not distinguish between permanent, temporary or agency workers, as well as piece-rate, salaried, hourly paid, legal young workers (minors), part time, night and migrant workers.

As proof that our suppliers comply with these standards, each supplier must be able to provide a recent and valid (with a remaining minimum validity of 6 months) audit report (amfori BSCI, SA 8000, Fair Trade, Fair Wear, Fair Labor Association, B-Corp, GRS, ..) from an independent control body. Yonderland also requires transparency on any areas for improvement and how they will be addressed.

The guidelines in this CoC are considered an absolute minimum. We encourage our suppliers to continuously improve working conditions and to continuously sharpen their environmental responsibility.

Where Yonderland's CoC exceeds (inter)national legislation, the CoC applies as a minimum. Where (inter)national legislation exceeds the CoC, that legislation is obviously the minimum.

By signing Yonderland's CoC, the supplier declares that it complies with the conditions set out in this document and, upon request, can also provide the necessary substantiation documents for this purpose, but also declares that they comply with and will be monitored for: all relevant and applicable laws and regulations of the country where the employees work and our Workplace Instructions for Ayacucho Suppliers.

We strongly encourage any party within our supply chain who is affected by non-compliance to the CoC to notify Yonderland by sending an email to the following address: suppliercompliance@yonderland.com.



Yonderland

Code of Conduct Yonderland

Legally binding employment relationship

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. All workers shall be given the opportunity to participate in education and training programs. The employer shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labour and social security laws and regulations.

There is no discrimination in employment (ILO Conventions 100 & 111)

Yonderland adheres to DEI (Diversity, Equity, Inclusion) principles: recruitment, wage, policy, admittance to training programs, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless gender, identification, pregnancy, childbirth or related medical conditions, age, national origin, skin colour, sexual orientation, religion, political affiliation, union membership, ancestry, deficiencies or handicaps, illness, genetic characteristics, marital status, caste, social-economic situation, ethnic group or any other classification protected under applicable law.

Safe and healthy working conditions (ILO Convention 155)

A safe and hygienic (both mental and physical) working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and assure that a safe and hygienic (e.g. access to drinking water, clean toilet facilities, ...) work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimize health risks as much as possible. Physical abuse, unusual punishments or discipline, sexual and other harassment, bullying behaviour and intimidation by the employer or between employees is strictly prohibited.

Employment is freely chosen (ILO Conventions 29 & 105)

Under no circumstances does Yonderland tolerate forced or involuntary labour in its supply chain (incl. prison, indentured, bonded, slave or other forms of forced labour). Acts of human trafficking are also prohibited. Yonderland's suppliers are not allowed to require deposits from their employees, nor can they be entitled to retain employees' identity documents. Suppliers are expected to have a proper monitoring system in place to adequately monitor third parties assisting in the recruitment process, so that suppliers know with certainty that jobseekers in their establishment are not forced to work through force, deception, intimidation, coercion or as a restriction of their political or religious views, their orientation or origin.

Suppliers recognize the right of their employees to leave their employer after a reasonable notice.

No exploitation of child labour (ILO 138 & 182)

Yonderland does not accept child labour. The age for admission to employment shall not be less than the age of compulsory schooling and, in any case, not less than 15 years. Adolescents (15-18 years) shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals.

Respectful treatment, freedom from harassment & abuse, incl. gender based violence (ILO 190 & 158)

Suppliers are required to uphold the principles of dignity and respect towards all workers and employees. It is imperative that suppliers refrain from participating in or condoning behaviors such as bullying, harassment, intimidation, violence, corporal punishment, or any form of abuse. This mandate explicitly includes a zero-tolerance policy towards gender-based violence or harassment.

Freedom of association and the right to collective bargaining (ILO Conventions 87, 98, 135 & Recommendation 143)

Employees working for Yonderland's suppliers have the right to form and join trade unions and to bargain collectively. The supplier shall, in those situations in which the right to freedom of association and collective bargaining is restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Worker's representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. All suppliers have installed effective grievance procedures that resolve internal disputes, employee complaints and which ensure effective, respectful and transparent communication between employees, their representatives and management.

Reasonable hours of work (ILO Convention 1)

Hours of work shall comply with applicable laws and industry standards of the country where the workers are employed. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week or the maximum allowed by law of the country of the manufactory, whichever is less. Workers shall be provided with at least one day off (24 consecutive hours) for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week or the maximum allowed by the law of the manufactory, shall not be demanded on a regular basis.

Payment of living wage (ILO Conventions 1, 26, 30 & 31)

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.

Employees must be compensated for overtime hours at the rate legally required in the country of manufactory or, in those countries where such laws do not exist, at a premium rate exceeding the regular hourly compensation rate.

Environment

Suppliers shall maintain written environmental policies and standards and must comply with all applicable environmental laws, and agree to be monitored separately for environmental responsibility. Factories shall continuously monitor, and upon request disclose to Yonderland, their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes and take a progressive approach to minimize negative impacts on the environment (use of harmful chemicals, wastewater disposal, ...).

Community

Yonderland encourages all suppliers and their employees to engage with local community and environment-related charities by volunteering time and/or offering other support for this purpose. Yonderland itself sets the example by supporting (inter)national charities committed to people and environment. We strive for long-term partnerships with the same philosophy.

Subcontracting (Ayacucho suppliers only)

Yonderland does not permit subcontracting for the production of Ayacucho products without express prior written consent. All orders must be placed within facilities pre-approved by Yonderland, without exception. Suppliers supplying directly to Yonderland are required to continuously monitor their upstream suppliers and approved subcontractors for social and environmental responsibility using standards that meet or exceed our CoC.

Traceability

Social and environmental responsibility for all products sold at Yonderland lies both with Yonderland and its suppliers. So does responsibility over the integrity of our product content claims from farm through retail level. The only guarantee to achieve this is transparency and traceability at all levels of the supply chain. Yonderland requires suppliers to map and continuously track and monitor all locations at all levels of their supply chain and, upon request, provide transparency information on the farms, factories and other locations involved in the production of the products sold by Yonderland.

Animal Welfare

Suppliers respect animal welfare and continue to work towards adopting healthy and humane practices towards animals. Yonderland expects its suppliers to respect the World Organisation for Animal Health's Five Freedoms: freedom from pain, injury or disease; freedom to express (most) normal behaviours; freedom from fear and distress.