

## Environmental Policy

### **Continuous improvement in environmental performance equals excellence in environmental management.**

At Van Dyck Fine Foods Ltd we are adopting the principles of sustainable development. We recognise our responsibility to meet applicable laws and regulations, community and customers' expectations. We are committed to the continuous improvement of our environmental performance in order to protect our workers, the community and the environment. We believe that environmental stewardship is both a management obligation and the responsibility of our employees. As an accredited Sedex member, we have an ongoing commitment to create a more environmentally sustainable supply chain.

1.	Maintain and continuously improve Environmental Management across the organisation.
2.	Ensure that all personnel, contractors and consultants receive adequate training to fulfil their environmental responsibilities
3.	Apply a systematic approach to identifying hazards and managing environmental risks to reduce these to as low as reasonably practicable
4.	Comply with relevant legal and other requirements, and where opportunities exist, participate in the development and review of legislation and guidelines.
5.	Implement strategies to reduce and prevent pollution, reduce emissions, manage waste effectively, use water efficiently, management of raw materials, energy and reduction of environmental impact on the environment .
6.	Adhere to all customer requirements, including customer specific codes of conduct.

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## Business Ethics and Code of Conduct

Van Dyck Fine Foods (Van Dyck's) reputation for safety, honesty and ethical conduct is one of our most important assets therefore Van Dyck's are fully committed to complying with the law and conducting business to the highest standards. We expect all our employees and contractors to uphold this commitment and safeguard Van Dyck's reputation every day. We are an accredited Sedex member and are audited under the Sedex Members Ethical Trade Audit (SMETA).

1.	Van Dyck's is committed to striving to achieve the highest ethical conduct, questioning unethical behaviour and reporting breaches and potential breaches of the policy.
2.	Van Dyck's is committed to complying with all laws, regulations and rules and avoiding conflicts of interest that may interfere with our business.
3.	We are committed to acting honestly, professionally and fairly in all business dealings this extends to ensuring that Van Dyck's and their personnel do not conduct corrupt activities or accept bribes or inappropriate gifts.
4.	Van Dyck's is committed to being open, accurate and professional in all communications.
5.	Van Dyck's is committed in engaging in procurement activities where no Van Dyck's person have a commercial or personal interest without disclosing that interest and being economical and responsible in using company and client resources
6.	Van Dyck's are committed to respecting the confidentiality of any information written and electronic from or about our clients and others.
7.	Van Dyck is committed to act honestly be reliable and diligent in meeting its responsibilities.
8.	Respecting the rights of others, value individuals differences and supporting community values.
9.	Reporting unethical behaviour or breach of this policy promptly.
10.	Confidential and anonymous disclosures in relation to potential breaches of this policy can be made via our independent whistleblower service, via the following avenues: Phone: 0800 TIPOFF (0800 847 633) Email: <a href="mailto:vandyck@whistleblowers.co.nz">vandyck@whistleblowers.co.nz</a> Web Form: <a href="https://whistleblowers.co.nz/">https://whistleblowers.co.nz/</a> vandyck (password "vandyck") Post: Whistleblowers Service Incident Response Solutions Limited PO Box 1946, Shortland St Auckland, 1140