

Supplier Code of Conduct

We expect all of our suppliers to engage in responsible supply chain practices and comply with our Supplier Code of Conduct. This Code outlines the minimum standards that suppliers must meet to provide goods or services to Link Snacks, Inc., including its subsidiaries and affiliates, collectively referred to as "Jack Link's." Suppliers encompass our direct and indirect suppliers, those within their supply chains, and any other third-party business partners that provide goods or services to Jack Link's.

1. Compliance with Laws

Suppliers must adhere to all applicable laws, regulations, and industry standards. In the event of a conflict between this Code and any applicable law, the higher standard shall apply.

2. Human Rights

Jack Link's believes that protecting human rights throughout our supply chain is a critical part of our mission. We expect all suppliers to uphold fundamental human rights by:

a. Prohibiting Forced Labor

Suppliers must not use or benefit from involuntary labor, nor require payment of fees or surrender of identification as a condition of employment. All employees should understand the terms of their employment.

b. Prohibiting Child Labor

Suppliers must not employ children under the age of 15, or 14 were permitted by local law. Young employees under the age of 18 must not work at night, in hazardous conditions, or in roles that interfere with their education.

c. Anti-Discrimination and Fair Treatment

Suppliers must treat employees with respect and dignity, with no unlawful discrimination, harassment, or abuse of any kind.

d. Employer Pays

No worker should pay for a job; the costs of recruitment should be borne by the employer.

e. Freedom of Association and the Right to Collective Bargaining

Suppliers must respect employees' rights to freedom of association and collective bargaining.

f. Local Communities

Suppliers must respect the land rights of individuals in local communities affected by their operations and commit to legal and ethical land acquisition. Suppliers should adhere to laws and regulations related to land use rights, obtaining the necessary permits and permissions for local water use.

3. Wages, Work Hours, and Overtime

Suppliers must ensure that wages, work schedules, and overtime comply with all applicable laws, including maximum hour and rest period laws. Workers must be paid in a timely manner.

4. Safe Work Environment

Suppliers must provide a safe and clean working environment for all workers. This includes ensuring safe manufacturing processes, proper training for workers, provision of necessary safety equipment, and having appropriate emergency and crisis plans in place. At a minimum, suppliers must provide potable drinking water, adequate lighting, ventilation, and sanitation.

5. Product Quality and Safety

Customers trust Jack Link's to deliver safe and wholesome food products, and we expect the same from our suppliers. All products or services must be safe and compliant with applicable local and national laws.

6. Environment

a. Carbon and Climate Change

Suppliers should actively engage in initiatives to promote carbon reduction and strengthen ecosystem resilience throughout their value chain. They must strive to quantify and disclose operational GHG emissions (Scope 1 & 2) and align with industry efforts toward continuous improvement in GHG emissions, biodiversity impact, and ecosystem protection.

b. Biodiversity

Suppliers must comply with all relevant environmental regulations to avoid harming biodiversity and ecosystems. They should support biodiversity protection and restoration while minimizing deforestation through land conservation practices.

c. Water

Suppliers must manage water resources responsibly by reducing consumption and ensuring mindful discharge to mitigate adverse impacts.

d. Waste Management

Suppliers must follow all waste disposal laws and possess current permits for waste and water management. We encourage recycling and reuse of materials to promote responsible sourcing.

7. Animal Welfare

Link Snacks, Inc., operating as Jack Link's, does not tolerate animal abuse. We hold ourselves and our global supply chain to high standards regarding the treatment of animals. We are committed to animal welfare and humane treatment throughout all aspects of animal husbandry and handling.

We support the globally recognized “Five Freedoms” of animal welfare and are committed to partnering with our supply chain to implement practices consistent with these principles, which include:

- i. Freedom from Hunger or Thirst: Animals should have ready access to fresh water and a diet that maintains full health and vigor.
- ii. Freedom from Discomfort: Animals should be provided with an appropriate environment, including shelter and a comfortable rest area.

- iii. Freedom from Pain, Injury, or Disease: Animals should receive prevention measures or rapid diagnosis and treatment for any pain or illness.
- iv. Freedom to Express Normal Behavior: Animals should have sufficient space, appropriate facilities, and companionship with others of their kind.
- v. Freedom from Fear and Distress: Conditions and treatment should be provided to avoid mental suffering.

8. Ethics

a. Corruption and Bribery

Doing the right thing at all times is a core part of Jack Link's culture. We do not tolerate corruption in any form, and we expect the same from our suppliers. You must operate with the highest standards of business integrity and comply with all anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act. Specifically, you cannot offer or accept any bribes, kickbacks, favors, or use any improper influence when dealing with government officials or in any business arrangements.

b. Competition

Suppliers are required to adhere to all relevant competition laws. These laws prohibit both formal and informal agreements between companies that restrict trade. Practices such as price-fixing, market division, production limitations, or any actions that disrupt the competitive functioning of the free marketplace are not allowed.

c. Sanctions

Suppliers must comply with all economic sanctions and trade embargoes. We will not engage in any business with sanctioned countries, organizations, or individuals unless permitted by law.

d. Fraud

Suppliers must maintain the highest standards of business integrity, including compliance with all anti-corruption, anti-bribery, and anti-fraud laws. Specifically, you are prohibited from offering or accepting any bribes, kickbacks, favors, or using any improper influence when dealing with government officials or in any business arrangements.

e. Responsible Marketing

At Jack Link's, we are dedicated to responsible marketing practices. We ensure all communications are truthful, accurate, and compliant with applicable laws, avoiding any misleading claims about our products and services.

f. Anti-Retaliation

You must prohibit unlawful retaliation against employees who report compliance or ethical issues learned during their work with Jack Link's or who cooperate in good faith with the investigation of a complaint.

g. Business Integrity

As a supplier, you are expected to respect our corporate policies regarding business conduct, such as conflicts of interest, gifts and entertainment, and confidentiality.

9. Due Diligence

At Jack Link's, we reserve the right to monitor our suppliers' compliance with our Supplier Code of Conduct (SCoC) through various methods, including self-declarations, certifications, questionnaires, online assessments, and external audits.

Suppliers authorize Jack Link's and its designated agents, including third parties, to conduct monitoring activities at their sites annually, which may include on-site audits with reasonable notice. Jack Link's also reserves the right to conduct additional audits to investigate potential non-compliance with these principles, review corrective actions, or respond to inquiries from regulators or other third parties.

10. Your Responsibility

Jack Link's respects the law in its business operations and expects you to do the same by complying with all applicable laws related to your business and your work with us. If there is a conflict between what the law requires and the standards of this Code, we expect you to meet the higher standard.

You must also be able to demonstrate compliance with this Code of Conduct upon our request and take action to correct any non-compliance. We reserve the right to terminate any agreement or arrangement with you if compliance cannot be demonstrated.

To report a concern, please talk to your Jack Link's representative or reach out to reportline@jacklinks.com . Reporters may choose to remain anonymous.

This Code of Conduct is based in part on the principles outlined in the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We expect you to develop and implement appropriate internal business processes to ensure compliance with this Code of Conduct.