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2024

Oscar Mayer Sourcing Policy



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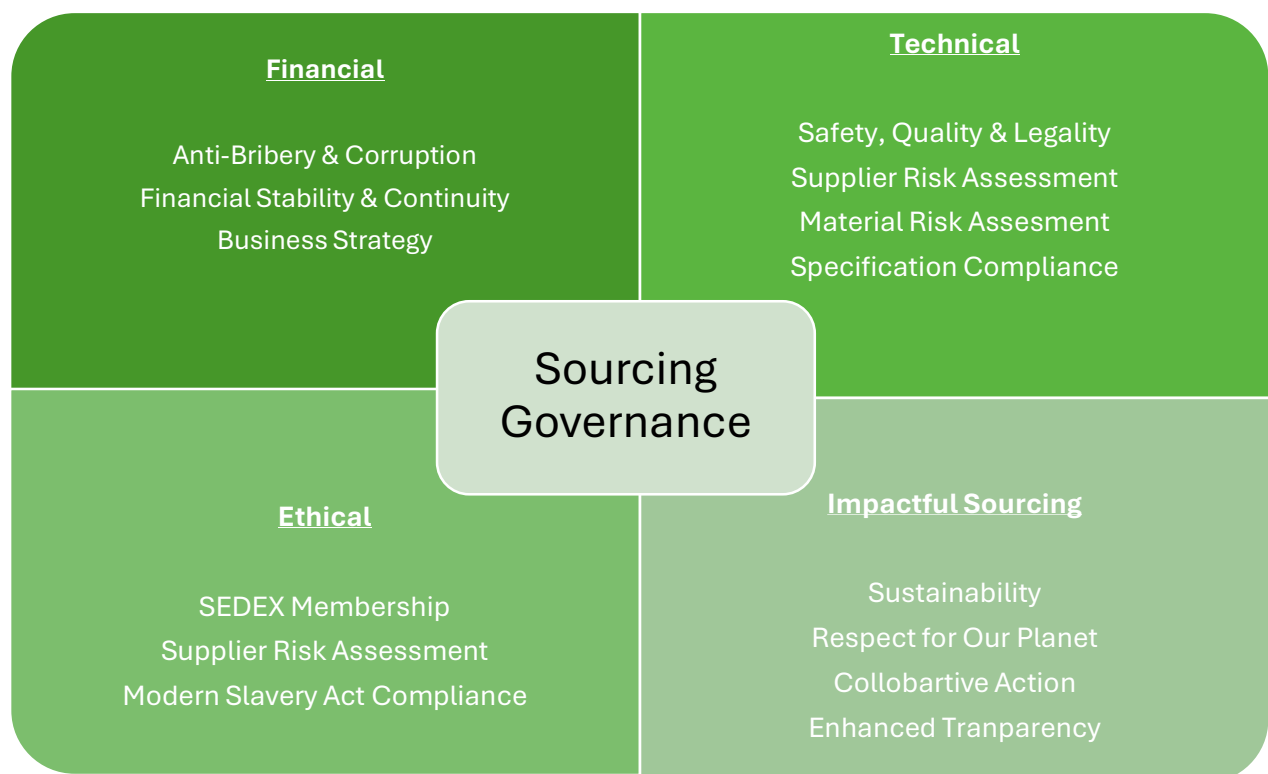
Sourcing Policy

Oscar Mayer sources raw materials and services globally and is committed to conducting this in a fair and transparent manner, always maintaining Business Integrity. This will be achieved through our Sourcing Governance Framework.

The Sourcing Governance Framework and supporting procedures provide the basis on which Procurement and Category-based Purchasing is conducted at Oscar Mayer. Materials & services are sourced globally by the Procurement Team supported by other functions including the Group Finance, NPD, Technical & People teams.

Governance of the overall Procurement process can be split into 4 areas; Financial, Technical, Ethical & Impactful Sourcing; each providing integrity to the Supply Chains through which Procurement Strategy is deployed.

Development of the Active Supply Base is carried out to deliver the goals of Procurement Category Plans; supported by a structured process for Supplier Approval; and requiring all Suppliers to commit to a Sourcing Code of Conduct.



Financial

The Group Procurement Team manages disciplined purchasing, ensures supply chain continuity, and upholds adherence to the Anti-Bribery & Corruption Policy within Oscar Mayer's overarching business strategy. Interaction with Group Finance and Site Finance business partners ensures oversight and alignment with the company's financial objectives.

Technical

The Oscar Mayer Technical & Packaging teams oversee compliance with certification to GFSI, Food Safety, Quality, and Legality requirements, which encompasses establishing specifications, implementing Supplier Quality Assurance procedures, and ensuring the integrity of the supply chains. Material risk assessment and testing are conducted in accordance with identified risks and legislative mandates.

Ethical

The Group and Site Technical Teams oversee compliance with ethical, social, and environmental standards, conducting thorough risk assessments and audits of suppliers and supply chains. Management of SEDEX membership and certification of materials within supply chains is handled by the Procurement and Technical Team to ensure adherence to these standards. The People Teams take the lead in communicating compliance with the Modern Slavery Act.

Impactful Sourcing

We are conscientiously selecting materials, products, and services that minimize adverse environmental and social impacts while maximizing positive contributions throughout the supply chain. We have a deep respect for our planet, sourcing practices prioritise environmental conservation, resource efficiency, and biodiversity preservation. Collaborative action is essential, as partnerships with our suppliers, stakeholders, and communities facilitate the collective pursuit of sustainability goals, fostering innovation and driving systemic change.

Enhanced transparency within our supply chain underpins these efforts, enabling our Procurement & Technical teams to access information about sourcing practices, supply chain operations, and sustainability performance, fostering trust, accountability, and continuous improvement.

We work with suppliers who demonstrate a commitment to stringent labour standards, the protection of human rights, and the implementation of comprehensive measures to prevent modern slavery. Upholding these commitments is fundamental to fostering ethical practices across all facets of their operations. To ensure adherence, we conduct regular audits of our suppliers' operations, meticulously evaluating their compliance with labour standards, human rights principles, and modern slavery prevention measures.