



SUPPLIER CODE OF CONDUCT



Ocean Spray's purpose, connecting our farms to families for a better life, includes making the highest quality products in balance with our impact on people and planet.

Our Supplier Code of Conduct serves as the guidelines for Ocean Spray's suppliers to minimize their impact as well. We ask our suppliers to align with our values, making reasonable efforts to ensure they and their sub-contractors follow Ocean Spray's Supplier Code of Conduct.

Ocean Spray values our relationships with our suppliers and recognizes compliance is an evolutionary process. We expect our suppliers to address any shortcomings and encourage our suppliers to continuously improve their operations. We are committed to working with our suppliers through this compliance process.

BUILDING
• THE •
**NEXT
WAVE**

HUMAN RIGHTS



DISCRIMINATION

Suppliers must make employment decisions based on an individual's ability. Ocean Spray requires that the Supplier will not discriminate against an employee, volunteer, or participant of the Supplier on the basis of race, color, ethnicity, religion, nationality, ancestry, citizenship, genetic information, sex, gender, gender identity, gender expression, sexual orientation, pregnancy, family status and composition, age, military or veteran status, status as a victim of domestic violence, sexual assault or stalking, disabilities including physical, intellectual or psychological, or any other characteristic protected under applicable law.

HARASSMENT & ABUSE

Suppliers must not tolerate any harassment and/or abuse by employees and any contractors. Suppliers must have policies and practices in place which prohibit harassment and abuse and allow workers to report incidents of harassment and abuse.

Suppliers must not retaliate against, or punish, any team member who files a complaint of harassment or discrimination or who cooperates in an investigation of a complaint of harassment or discrimination.

WAGES, BENEFITS, AND HOURS

Suppliers must comply with all international, federal, and local laws regarding wages, paid time-off, benefits, and overtime hours. Suppliers shall not use disciplinary pay deductions. All workers should receive fair and equitable pay.

CHILD LABOR

Suppliers and subcontractors must not use child labor or hire workers under the legal minimum age for a country. Suppliers should follow the International Labor Organization Convention 138, if no local law exists.

Ocean Spray supports legitimate workplace apprenticeship programs, only if they comply with all applicable laws and regulations.

COLLECTIVE BARGAINING

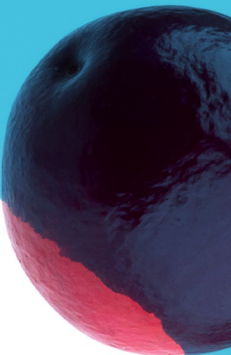
Suppliers must recognize the rights of employees to freely associate, organize, and bargain collectively in accordance with laws.

FORCED LABOR AND HUMAN TRAFFICKING

Supplier must not use forced labor, including bonded, indentured, slave labor and involuntary prison labor. Only voluntary employment can be used, and employees may terminate employment at any time.

GRIEVANCE MECHANISMS

Suppliers should have in place a system to enable confidential and anonymous grievance reporting without fear of retaliation including whistleblower protections.



ENVIRONMENT, HEALTH, AND SAFETY



HEALTH AND SAFETY

Suppliers must provide their workers with a safe and clean working environment. Include appropriate manufacturing processes, appropriate worker training, safety and protective equipment, preventative maintenance, potable water, and adequate lighting, ventilation and sanitation in compliance with all applicable laws and regulations.

ANIMAL WELFARE

Suppliers must commit to the humane treatment of animals including zero tolerance of animal cruelty, intentional abuse, or neglect. Suppliers must commit to no animal testing, or if necessary, have a policy in place ensuring humane treatment.

ENVIRONMENTAL STEWARDSHIP

Suppliers must, at a minimum, comply with all applicable environmental laws and regulations in their operations. Suppliers must be aware of environmental risks and impacts within their supply chain and manufacturing operations. Suppliers should act in a way that reduces their impact on the environment especially as it relates to greenhouse gas emissions, water usage, and soil health.

FOOD SAFETY AND QUALITY ASSURANCE

Suppliers must manufacture, distribute, and sell products in a manner that will ensure our products are wholesome and safe for consumers and customers. All products must comply with applicable laws and regulations pertaining to operating business and products wherever products and product components are produced, stored, distributed, or marketed.



ETHICS AND COMPLIANCE



LEGAL COMPLIANCE

Suppliers must adhere to all international, federal, and local laws and regulations in which they operate as well as all laws and regulations applicable to the supply of products and/or services to Ocean Spray. If there is a conflict between this code and any applicable law, the highest standard will apply.

CORRUPTION AND BRIBERY

Suppliers must comply with all anti-bribery and anti-corruption laws, rules, and regulations in the US and in all countries in which they do business. Ocean Spray has no tolerance for bribery and corruption by any agents, intermediaries, consultants, representatives, distributors, co-packers, partners, contractors, or suppliers. Ocean Spray requires suppliers to declare any business or ownership ties to a government official or entity, representatives of a political party, or an Ocean Spray employee, prior to conducting business with Ocean Spray.

CONFLICT OF INTEREST

Suppliers must disclose any actual, perceived, and potential conflicts of interest in any business or personal relationships with Ocean Spray and follow all relevant local and federal laws. To report any conflicts of interest please email SupplierComplaints@oceanspray.com

PRIVACY AND DATA SECURITY

Supplier will maintain physical, electronic, and procedural safeguards that are at minimum as secure as those Supplier uses to safeguard its own confidential information that are designed to (i) maintain the security and confidentiality of information; (ii) protect information against anticipated threats or hazards to the security or integrity of information; and (iii) prevent unauthorized access to or use of such information that could reasonably result in harm or inconvenience to Ocean Spray.

Supplier will notify Ocean Spray at InfoSec_Alerts@oceanspray.com within twenty-four (24) hours upon learning of any accidental or unlawful unauthorized disclosure of or access to Ocean Spray's information ("Security Incident"). Supplier must take reasonable steps to mitigate the effects of, and minimize any damage resulting from, such Security Incident.

CONFIDENTIALITY

Suppliers must adhere to the terms of our Non-Disclosure Agreements with Ocean Spray and all confidential information requirements.

GIFTS AND HOSPITALITY

Any business hospitality gifts provided to Ocean Spray or its employees must be nominal in nature, reasonable, and not provided with the intention of influencing business decisions. Suppliers are not permitted to directly or indirectly engage in commercial bribery.

TRACEABILITY

Suppliers should support traceability efforts of goods and services throughout the supply chain especially as it relates to agriculture. Suppliers should ensure traceability to help protect consumers from contaminated products by doing rapid tracebacks, identifying specific sources and helping to remove products from the marketplace as quickly as possible when necessary.

DATA COLLECTION

Ocean Spray may reach out to suppliers with reasonable requests for data especially as it relates to emissions tracking in the supply chain. Suppliers should accommodate these requests in a timely manner.