



## Responsible Sourcing Standard for A-Z GLOBAL

A-Z GLOBAL's Responsible Sourcing Standard outlines our commitment to sourcing with care and respect for individuals, communities, and the environment. It meets consumer expectations regarding the origin and production of our products. This Standard provides requirements and guidelines for our upstream supply chain, including third-party suppliers, to ensure sustainable and responsible sourcing practices and reduce our impact on the planet's resources.

The Standard encompasses sourcing and production practices throughout our supply chain, from A-Z GLOBAL to suppliers, intermediaries, and the original sources of goods and services. It goes beyond industry norms and local regulations, aiming to drive transformative change in our sourcing and production activities. We understand that this transformation will take time to implement. We expect our supply chain partners to operate transparently and commit to continuous improvement to meet the Standard comprehensively. To facilitate this, A-Z GLOBAL will support the establishment of milestones for improvement and contribute to intervention projects. Failure to continuously improve may impact our relationship with the supply chain, potentially leading to consequences such as delisting.

Our approach to Responsible Sourcing is guided by three fundamental principles:

1. **Positive Impact:** We strive to have a positive impact on people, communities, and the planet through our sourcing activities.
2. **Shared Value:** We aim to support and contribute to creating shared value together with our partners.
3. **Continuous Improvement:** We continuously improve our practices to meet the requirements of the Standard.

This Standard supersedes previous versions of the A-Z GLOBAL Supplier Code, A-Z GLOBAL Responsible Sourcing Guideline, and A-Z GLOBAL Commitment on the Responsible Use of Materials from Agricultural Origin. It aligns with our commitment to the OECD Guidelines for Multinational Enterprises, the Core Conventions of the International Labour Organization (ILO), and the United Nations Sustainable Development Goals (SDGs).

Preamble:

The Standard establishes requirements for upstream supply chain third parties, including A-Z GLOBAL sourcing teams, Tier 1 suppliers, sub-tier suppliers (intermediaries), and origin service providers. Sub-tier suppliers are responsible for disseminating, educating, and implementing requirements that are equivalent or similar to the Standard. Co-manufacturers of A-Z GLOBAL are considered Tier 1 suppliers. Joint venture partners are expected to meet equivalent Standard requirements and share their continuous improvement journey accordingly.

The Standard is organized by tiers to facilitate readability, and the following principles apply:

1. A-Z GLOBAL staff sources materials and services with care and respect for people, the planet, and oceans.
2. Tier 1 Suppliers adhere to good labor standards, including recruitment, compensation, and employee welfare. They also prioritize the preservation of natural resources and conduct business ethically and collaboratively.
3. Intermediaries operate with transparency and respect, nurturing traceability and information preservation, in alignment with their suppliers and clients.
4. Origins, farmers, and fishers continuously improve their practices, focusing on optimizing yield through sustainable agriculture, soil preservation, and responsible use of agrochemical inputs. They also prioritize the well-being of their workforce and the preservation of land, water, and forests.
5. Supply Chain Tiers comply with applicable regulations and continuously monitor and disclose their adherence to the Standard's requirements.

The Standard categorizes requirements as "Urgent" or "Important" to indicate the timeframe for implementation if they are found to be non-fulfilled. Urgent requirements must be implemented within six months, while Important requirements must be implemented within 36 months. In both cases, the mindset of continuous improvement guides A-Z GLOBAL in assisting suppliers to fully meet the Standard.

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