

## Sara Lee Frozen Bakery Supplier Code of Conduct

Aligned with our Values, Sara Lee Frozen Bakery is committed to conducting business in an honest and ethical manner with our Supply Partners. On our path to becoming the world's most beloved bakery, we want to work with suppliers that are committed to promoting a supply chain of integrity – reflecting compliance to laws, responsible sourcing, and the well-being of its employees.

### Our Supplier Partners must engage in responsible supply chain practices.

1. **LEGAL COMPLIANCE.** *We never compromise our ethics or integrity. Our Supplier Partners must maintain awareness and comply with the law wherever we conduct business and comply with all applicable laws and regulations of the countries of their operation.* Sara Lee Frozen Bakery LLC (Sara Lee) reserves the right to decline future business opportunities or to end existing business relationships with Supplier Partners who do not comply with the law.
2. **CONFIDENTIALITY.** *We are stewards of the trust that our customers, consumers and employees have in us.* Our Supplier Partners must protect the confidential information entrusted to them from Sara Lee. Supplier Partners must take all reasonable and necessary precautions to safeguard Sara Lee's confidential information to which it has access, including not disclosing to anyone, inside or outside of Sara Lee, unless disclosure is properly authorized. Supplier Partners with access to confidential information should not disclose such information to any other person without approval by Sara Lee.
3. **PRODUCT SAFETY AND QUALITY.** *Great tasting food is our passion; Innovation in flavor, form and packaging is how we "wow" consumers and customers.* A core value is our commitment to providing our customers with trusted food products. We expect our supply partners to consider the safety and quality of our products to be of great importance and to comply with quality requirements, food safety requirements, and specifications as determined by law or our company
4. **ENTERTAINMENT AND GIFTS.** *We communicate truthfully and transparently.* Supplier partner's must comply to our request to receive **NO GIFTS**. Supplier Partners are prohibited from providing or offering gifts and unreasonable entertainment to Sara Lee employees intended to exert undue influence on our business decisions or gain an unfair advantage.
5. **LABOR & HUMAN RIGHTS.** *Taking care of our people and our food is our top priority. When we treat each other with dignity and respect, we perform at our best. We will acknowledge and value diversity in all its forms to create an inclusive workplace.* We expect our Supplier partners to stand with us in prioritizing the safety, well-being, and dignity of all individuals in their supply chain, whose talents and hard work help us manufacture and deliver our irresistible products.
6. **ENVIRONMENTAL STEWARDSHIP.** *There's always a better way. We are not satisfied with the status quo.* In addition to complying with all applicable environmental laws, we expect our supplier partners to improve their environmental footprint. Supplier partners should strive to become good stewards of the earth's natural resources through responsible and sustainable sourcing. We encourage our Supplier Partners to identify opportunities for reducing impacts on energy, greenhouse gas emissions, and water and to promote animal welfare.