



## Supplier Code of Conduct

At Vital Farms, our mission is to bring ethical food to the table. We are committed to improving the lives of people, animals, and the planet through food. Since day one, we have practiced Conscious Capitalism, prioritizing the long-term sustainability of our stakeholders who include farmers, suppliers, crewmembers, customers, consumers, the environment, community, and stockholders when we make decisions. Our designations as a Certified B Corporation and public benefit corporation are natural extensions of the purpose-driven business we built from the beginning.

Vital Farms works with suppliers located in areas with diverse social, economic, and cultural circumstances. We strive to work with suppliers that share our values and commitment to ethics. We also require all suppliers to comply with the following:

- **Nondiscrimination:** Suppliers shall offer fair and equal employment decisions, including, without limitation, decisions regarding recruitment, selection, hiring, compensation, benefits, training, advancement, discipline, discharge, and other terms, conditions, and privileges of employment, based on individual qualifications, without regard to race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, marital status, veteran status, or any other status protected by law.
- **Diversity and Inclusion:** Suppliers shall provide opportunities to diverse suppliers and businesses when supplying goods to Vital Farms.
- **Child Labor:** Suppliers shall not hire children younger than the minimum age of employment required by the laws of the jurisdiction wherein they operate.
- **Forced Labor:** Suppliers shall prohibit the use of slavery or human trafficking in their facilities and operations, as well as the use of any form of forced, coerced, indentured or compulsory labor. Suppliers shall also prohibit any form of corporal punishment or any unlawful disciplinary practices.
- **Health & Safety:** Suppliers shall comply with all applicable health and safety laws and regulations to assure the health, safety, and well-being of employees and visitors. Suppliers shall also comply with all applicable laws and regulations regarding acceptable living conditions.
- **Wages:** Suppliers shall comply with applicable national regulations and agreements concerning working hour rules.
- **Working Hours:** Suppliers shall comply with applicable national regulations and agreements concerning working hour rules.
- **Freedom of Association:** Suppliers shall respect the right of workers to form and/or join organizations of their choosing and recognize workers' rights to bargain collectively through those organizations.
- **Ethics:** Suppliers shall conduct business ethically without ignoring social responsibilities and with integrity, avoiding improper advantage, with zero tolerance for bribery and corruption, disclosure

of information, intellectual property, fair business, advertising and competition, responsible sourcing, international trade, privacy, and risk assessment and management.

- **Environmental Impact:** Suppliers shall abide by all applicable laws regarding air emissions, hazardous materials management, materials disposal, product content restrictions, resource efficiency, and wastewater and solid waste. Suppliers shall have an Environmental Management System (EMS) in place to comply with ISO 14001 or equivalent.
- **Animal Welfare:** Suppliers shall ensure that animals under their care are treated in a humane manner including but not limited to safe shelter accommodations.

**Effective: July 2021**

**Updated: December 2021**