



Sustainable Purchasing Charter



A word from the Chief Executive Officer

«MOM's mission is to make healthy snacks accessible to all families. We do this by offering families healthier, tastier and more enjoyable products responsibly prepared from the best that nature has to offer.

We have set a very high bar for our actions vis-à-vis our stakeholders, i.e. our customers, employees, suppliers and the communities in which we operate. Our mission forms the foundation of our Corporate Social Responsibility policy.

We believe that sustainable development is possible only when our responsibilities take into account the emerging economic, environmental and societal challenges facing us all. For our engagement to be constructive and effective, it must be shared within our company and with our suppliers.

The Sustainable Purchasing Charter attests to our commitment to have our suppliers adopt sustainable development principles and to prompt continuous efforts to improve the social and environmental aspects of their businesses. We want to lead this initiative hand in hand with them, so that it can be built and improved upon over the course of a business relationship that seeks to be as responsible as it is profitable.»



A stylized, handwritten signature in black ink, which appears to read 'M. Larroche'.

Michel Larroche
Chief Executive Officer

A word from the Vice President of Purchasing



«The goal of this charter is to explain what we expect of our supply partners and to present our company's commitments in the areas of the environment, labor practices, business ethics, and supply chain management.

Our ambition in terms of CSR (Corporate Social Responsibility), which has become our ambition in how we conduct our business, must be shared with all of MOM's suppliers.

It's a long-term commitment, one aimed at making CSR as important a selection criterion as cost, quality, service, innovation, or risk management. MOM's purchasing teams will ensure compliance of this charter and will work with you to prepare action plans that help optimize our mutual contribution to meeting these commitments.»

A handwritten signature in black ink, consisting of a large, stylized 'P' followed by a horizontal line.

Philippe Blouin
Vice President of Purchasing

MOM has sought to sustainably transform its business model and product offering through its Corporate Social Responsibility (CSR) program for several years now. The program is built around four goals that MOM has set for itself, including:



Working for the
well-being of all



Committing to
sustainable farming



Promoting caring
nutrition



Reducing its environ-
mental footprint

These commitments also mirror the corporate mission of MOM's shareholder, the Bel Group, whose commitment and sustainable business model are embodied in that company's motto, "For All. For Good".



Why a Sustainable Purchasing Charter?

Suppliers play a key role in the success of our company. We want to share our commitment to sustainable development with them and get them involved alongside us in a continuous improvement process.

Fair treatment of suppliers

We treat our suppliers with honesty, fairness and respect. Our purchasing activities are conducted in accordance with high ethical and professional standards.

Impartial selection

We select our suppliers impartially according to predefined, explicit and transparent criteria, including quality, service, technology, price, and the environmental and social impact of the products and services offered.

Confidentiality and intellectual rights

We respect the confidentiality of technical and commercial information provided to us by our suppliers. We also respect our suppliers' property and intellectual property rights.

Enhancing supplier capabilities

We seek to build long-term relationships with our suppliers by taking a shared improvement approach. We are committed to helping our strategic suppliers raise their standards when their performance is below par. We work with our suppliers to identify mutual benefits in the area of sustainable development, and we share best practices with them.

Small and medium-sized suppliers

We give due consideration to local suppliers in our purchasing activities to foster local economic development.

Avoiding economic dependency

We seek to avoid any economic dependency between MOM and its suppliers that could endanger one of the two parties. Accordingly, we have developed action plans to identify such situations and to take appropriate measures.

How MOM seeks to get its suppliers involved?

The Sustainable Purchasing Charter presents the Corporate Social Responsibility (CSR) commitments that MOM makes to its suppliers, as well as the commitments that MOM expects of them. When doing business with MOM, suppliers commit to complying with the charter and collaborating to implement any needed corrective measures, in a spirit of continuous improvement. These guidelines are not exhaustive. Further, some types of suppliers are subject to specific requirements that are spelled out in separate documents.

ENVIRONMENT

Suppliers comply with all environmental laws and regulations in force. They retain and maintain all required environmental permits and registrations. They apply the precautionary principle to environmental issues and thereby promptly detect, identify and assess potential environmental risks. They take all appropriate measures to mitigate those risks and to eliminate them whenever possible.

Consumption of resources

Suppliers continually develop and improve an environmental management system that minimizes their impact on the environment and reduces their water and energy consumption, CO2 emissions, and their use of non-renewable natural resources and/or non-environmentally friendly products.

Food safety

Suppliers meet the safety standards required by law and MOM's purchasing and quality policies, and establish a safety management system based on HACCP (Hazard Analysis Critical Control Point) principles and application guidelines.

Chemicals and hazardous materials

Chemicals and other materials posing a hazard if released into the environment must be identified, labeled and managed to ensure their safe handling, transport, storage, recycling, reuse or disposal. Capable employees should be trained, and crisis management procedures should be put in place to handle any accidents.

Wastewater and solid waste

Wastewater and solid waste generated by operations, industrial processes and sanitation facilities are monitored, controlled and treated as required prior to discharge or disposal.

Air emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals, and combustion by-products generated by operations and transport are identified, monitored, controlled, and treated as required prior to discharge.

Minimize waste, maximize recycling

All types of waste are tracked and reduced or eliminated, either at source or by following practices such as production modifications, maintenance techniques and equipment improvements, conservation, recycling, substitution, and the reuse of materials.

Local pollution

Emissions of noise, dust, odors, particles and any other source of local pollution are tracked and systems are put into place to minimize them. Suppliers take those impacts into account in the overall lifecycle of their products, from design and production to use and end of life, and develop an appropriate management system.

Commitments will be evaluated through self-assessment reports developed by our partner, EcoVadis, and through other means.

LABOR PRACTICES AND HUMAN RIGHTS

Suppliers promote and abide by the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as international law on human rights. Accordingly, suppliers must establish systems to ensure that the following principles are followed at their sites and those of their own suppliers. They must not be complicit in human rights abuses.

Quality of the work environment

Suppliers strive to maintain a work environment where employees benefit from training and development opportunities, rewards for their contribution and a constructive dialogue with their employer.

Abolition of child labor

Suppliers commit to abiding by the minimum age for admission to employment, as defined in ILO conventions 138 and 182, namely 15 years of age, or raised to 18 for hazardous or difficult work. All young workers must be protected from any work that is likely to be hazardous, interfere with their education or be harmful to their health, or physical, mental, social, spiritual, or moral development. MOM supports the use of legitimate workplace apprenticeship programs.

Elimination of forced and compulsory labor

Suppliers shall not use forced labor, bonded or involuntary or unpaid prison labor. All employment, including overtime work, is voluntary. Workers are free to leave provided they comply with advance notice specified by law.

The retention of identity papers, passports, training certificates, work permits, or other government-issued identification as a condition of employment is prohibited, as is requiring workers to make deposits or financial guarantees.

Fair treatment and elimination of workplace discrimination

Suppliers must not practice or tolerate any discrimination based on gender, age, religion, family circumstances, race, caste, social situation, disability, or any other personal characteristic. The employment conditions of every individual must be dependent on their skills. Suppliers agree to treat all employees with respect and must not inflict corporal punishment, use physical or moral coercion, or any form of abuse, harassment or threats of such treatment.

Compliance with all applicable laws governing wages, benefits and working hours

Suppliers comply with all wage and working hours legislation and regulations, including those pertaining to minimum wages, overtime wages, piece rates, and other elements of compensation. Further, suppliers provide for all legally mandated benefits. MOM encourages its suppliers to go beyond compliance for wages, benefits and working hours.

Freedom of association and right to collective bargaining

Suppliers recognize and respect the employee's right to freedom of association and collective bargaining, as supported by international standards.

Occupational health and safety

Suppliers ensure that their activities do not harm the health and safety of their employees, their own suppliers or local residents. Suppliers provide workers with appropriate personal protective equipment.

BUSINESS ETHICS

First and foremost, we expect our suppliers to have high standards of business and personal ethics, and follow all applicable laws and regulations in the countries where they operate.

Corruption

Suppliers are committed to working against all forms of corruption, including extortion, money laundering, fraud and bribery. Suppliers do not offer any benefit such as free goods or services, or a work position or sales opportunity to MOM employees in order to facilitate the supplier's business with MOM.

Anti-competitive practices

Suppliers take preventive measures to avoid anti-competitive practices and behavior.

Confidentiality and intellectual rights

Suppliers respect the confidentiality of proprietary information received from MOM and never use such information for their own benefit. Information given in the course of business activities should be true and fair and must not mislead. Suppliers take measures to ensure compliance with intellectual property rights.

Transparency and accountability

Suppliers are committed to transparency and accountability in their business dealings.

Conflicts of interest

MOM suppliers are expected to disclose any situation that may appear as a conflict of interest and disclose to us any MOM employee that has an interest of any kind in the supplier's business, or any kind of personal business link with the supplier.

MANAGERIAL PRACTICES

Compliance with the above principles is one of the criterion used to evaluate suppliers. Abiding by the Sustainable Supply Charter is a key requirement for ensuring the continuity of the relationship between MOM and its suppliers.

Suppliers' suppliers

Suppliers agree to promote the principles of MOM's Sustainable Purchasing Charter among their own suppliers and verify compliance.

Assessment / monitoring

Suppliers possess all internal procedures, tools and indicators to ensure compliance with the principles listed above and maintain and retain documentation demonstrating compliance with these principles.

Suppliers respond promptly to reasonable inquiries from MOM representatives regarding the implementation of these principles.

Suppliers agree to be assessed or audited by MOM, or by a third party mandated by MOM on the above-mentioned principles.

Non-compliance

When the supplier does not comply with some elements of this charter, they may be required to prepare, document and implement a corrective action plan to improve the situation and become compliant.

In case of non-compliance, MOM may collaborate with or assist suppliers to bring them into charter compliance.

We reserve the right to discontinue working with suppliers who fail to comply with this charter.

Communication and training

Suppliers relate the principles of our charter to their employees in the local language. MOM will provide the charter in English and French.

SUSTAINABLE PURCHASING

Our suppliers prepare and implement a standard policy for sustainable purchasing that includes the commitments and/or operating targets subject to any procurement risks to which the supplier may be exposed. The policy is provided in the form of a formal and dedicated document to internal and external stakeholders, e.g. a policy on sustainable purchasing management.

Purchasing

Suppliers ensure that their raw materials are sourced from environmentally friendly channels. For example, they favor fruit produced by sustainable farming or techniques that minimize inputs. Purchases of packaging comply with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulations. Suppliers use environmentally certified supply channels for paper materials and solvent free inks. They ensure that CSR risks have been identified with their suppliers, and that CSR risks are taken into account when contracting with their suppliers.

Audits

Suppliers conduct supplier assessments via questionnaires about their suppliers' environmental and social practices. However, no supporting documentation is required.

Training

Suppliers raise awareness and train their buyers in the social and environmental challenges facing their supply chain.

REFERENCES

Universal Declaration of Human Rights - www.un.org

United Nations Global Compact - www.unglobalcompact.org

UN Guiding Principles on Business and Human Rights (Fr)

www.business-humanrights.org/fr/node/86208/principes-directeurs-des-nations-unies

International Labour Organization (ILO) Fundamental Conventions

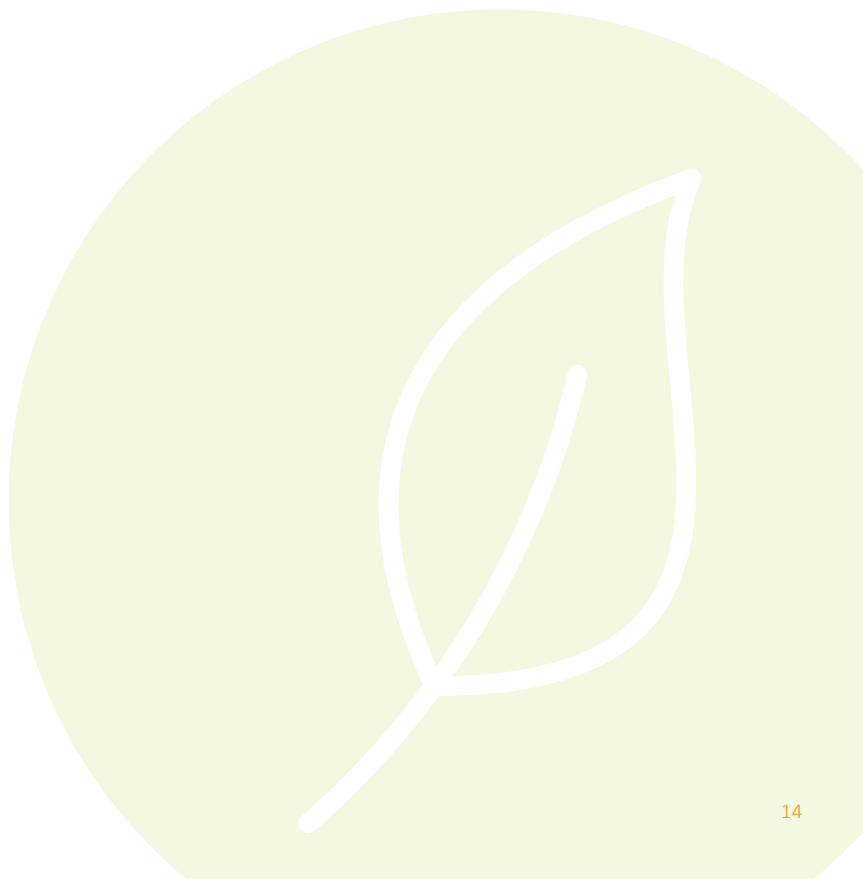
www.ilo.org

ILO Safety and Health at Work - www.ilo.org

UN Sustainable Development Goals

www.undp.org/content/undp/fr/home/sustainable-development-goals

Alliance internationale HACCP - www.haccpalliance.org



Groupe MOM – Materne

Head office :
45, Chemin des Peupliers
69570 Dardilly – France

www.momgroup.com

