



Supplier Code of Conduct

June 2022



Supplier Code of Conduct

Our Commitment to Integrity

Perfect Day, Inc., is a company on a mission to create a kinder, greener tomorrow. Harnessing precision fermentation, Perfect Day is helping companies big and small develop, scale, and commercialize next-generation products that satisfy consumer demands and champion a path towards a sustainable future.

We are committed to operating at the highest caliber of integrity across our business. We strive to be honest, ethical and deal fairly with each other and third parties, holding ourselves accountable and delivering on our commitments.

Upholding our Commitment

As part of our commitment to integrity and responsible business conduct, Perfect Day will only work with contract manufacturers and suppliers (“Suppliers”) who share the same commitment. We require our Suppliers to acknowledge compliance with this **Supplier Code of Conduct**. Each of our Suppliers shall ensure that its employees, representatives, and subcontractors understand and comply with our Supplier Code of Conduct.

Failure to conduct business in a manner that complies with our Supplier Code of Conduct could result in a termination of the Supplier relationship by Perfect Day. Perfect Day reserves the right to provide periodic assessments to Suppliers or to conduct audits of Suppliers for compliance with the Supplier Code of Conduct. Perfect Day reserves the right to amend this Supplier Code of Conduct with or without notice.

Complying with Laws and Ethical Standards

We expect our Suppliers to comply with all applicable laws, including, but not limited to the following standards:

- **Labor and human rights:** No forced labor, underage labor, or slavery. No violations of minimum wage or working hour laws. No human trafficking. Suppliers shall comply with all applicable slavery and human trafficking laws. Suppliers shall ensure compensation of a living wage according to local standards or laws.
- **No discrimination:** Suppliers shall foster a diverse, equitable, and inclusive work environment that is free of harassment or discrimination, harsh and inhumane treatment, abuse of any kind, or any unlawful practices.
- **Health and safety:** Suppliers shall provide a safe and healthy working environment that complies with local laws and minimizes occupational hazards.
- **Freedom of association:** Suppliers shall uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.
- **No bribery or corrupt practices:** No illegal payments, corruption, extortion, fraud, embezzlement, bribery, or kickbacks. No entertainment or gifts to government officials on behalf of Perfect Day. No direct or indirect political contributions on Perfect Day's behalf. Suppliers shall comply with all applicable anti-corruption laws including, but not limited to, the U.S. Foreign Corrupt Practices Act.
- **No conflicts of interest:** Suppliers shall avoid any actual or perceived conflict of interest relating to financial interests or other arrangements with Perfect Day employees that may be considered inappropriate or illegal.
- **Global trade and security:** Suppliers shall comply with all applicable national and international trade laws and regulations including, but not limited to, those governing antitrust, anticompetition, antiboycott, trade controls, importation, export, customs, and sanction regimes.
- **Product quality and safety:** Suppliers shall ensure that all materials and goods sold and any services provided to Perfect Day are made or provided in compliance with all applicable laws in accordance with appropriate product safety and quality assurance processes and standards.

Promoting Environmental and Social Responsibility

We seek Suppliers that operate in compliance with all applicable environmental laws and strive to minimize the use of natural resources and other negative impacts on the environment. Specifically, Suppliers shall:

- use natural resources efficiently to minimize the impacts of **climate change**;
- support **energy-efficient** and environmentally friendly technologies to reduce emissions and waste into their operations
- promote **environmental and social responsibility** among employees;

- **reduce** hazardous materials and support integrating **reuse/recycling practices** into operations;
- minimize negative **impacts on animal welfare**, promote biodiversity, and prohibit animal cruelty; and
- create **sustainable processes**, correct problems related to sustainability, and continuously improve.

Protecting Confidentiality, Privacy, Security, and Intellectual Property

Suppliers shall:

- comply with all applicable data **security and privacy laws** and regulations;
- **protect confidential information** of Perfect Day and maintain appropriate **technical, administrative, and physical security controls** to protect confidential information;
- **protect personally identifiable information** from unauthorized access, destruction, changes, use, or disclosure;
- **protect the intellectual property rights** and proprietary information of Perfect Day; and
- **avoid and prevent any public statements about Perfect Day** (including on social media) without Perfect Day's consent.

Keeping Accurate and Honest Records

Suppliers shall maintain **accurate and honest books and records** and employ appropriate quality audits and compliance processes, including documentation to demonstrate compliance with our Supplier Code of Conduct.

Reporting Violations:

If you suspect unethical, illegal, or improper business practices conduct you may report it, using one of the following methods:

Website: www.lighthouse-services.com/perfectdayfoods

Toll free phone: English-speaking US and Canada 855-650-0005

Spanish-speaking US and Canada 800-216-1288

Email: reports@lighthouse-services.com (must include company name)

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