

RASAD NIGERIA LIMITED

POLICY 08

Supplier Code of Conduct

VERSION	Version 1 · September 2026
POLICY OWNER	Operations and Procurement Lead
APPROVED BY	Board of Directors, Rasad Nigeria Limited
REVIEW	Annually

1. Why this code exists

Our buyers trust that what Rasad delivers was produced and handled responsibly. That trust depends on every supplier and buying partner. This code sets the minimum conduct we expect. It is short on purpose, so it can be read aloud, understood and followed.

2. Who it applies to

This code applies to every farmer, farmer group, licensed buying agent (LBA), aggregator, trader, haulier, warehouse operator, contractor and service provider that sells to or works for Rasad in Nigeria or Benin Republic. Suppliers must make sure their own workers and sub-suppliers follow it too.

3. Minimum standards

3.1 Obey the law

Follow all applicable laws, including labour, environmental, tax, export, land and anti-corruption laws.

3.2 No child labour

- Do not employ or use any child under 15 for work, except light, supervised help on a family farm that does not affect schooling or health.
- Do not give any child under 18 hazardous work. This includes using machetes, carrying heavy loads, spraying chemicals, burning, felling trees, and working at night or for long hours.
- Report any case you see to Rasad and cooperate with remediation (see Policy 02).

3.3 No forced labour

Workers must be free to leave. Do not hold their identity documents or wages, do not charge them recruitment fees and do not use debt to keep them working. Never use trafficked or bonded labour.

3.4 Treat workers fairly

- Pay at least the legal minimum wage, on time and in full.
- Keep working hours reasonable and allow rest days.
- Do not discriminate, harass, threaten or physically punish anyone.
- Respect workers' right to join associations and unions.
- Provide safe working conditions, safety equipment and clean drinking water.

3.5 Protect forests and the environment

- Do not sell us any crop grown on land cleared of forest after 31 December 2020, or grown in forest reserves or protected areas.
- Allow Rasad to map your farms and verify origin.
- Use agrochemicals safely and never use banned products.
- Do not burn fields or pollute water sources.

3.6 Be honest about origin and quality

- Tell us truthfully where every crop was grown.
- Never mix crops from unmapped or unknown sources into lots declared traceable.
- Do not add stones, water or other matter to increase weight.
- Keep records of the farmers you buy from, the quantities and the prices paid.

3.7 No bribery or fraud

- Do not offer or give money, gifts or favours to any Rasad staff member, official or other person to win business or gain an advantage.
- Report any request for a bribe or kickback (see Policy 09).
- Declare any family or business link with Rasad staff.

3.8 Respect communities

Respect land rights and local customs. Do not use threats or force in any dispute.

3.9 Pay farmers fairly

LBAs and aggregators must use accurate scales, explain prices and deductions, give receipts and pay farmers on time.

4. What Rasad does in return

- Pays on the terms agreed.
- Explains prices, quality standards and deductions clearly.
- Provides training on this code, good farming practice and traceability.
- Supports suppliers to improve, including through training, pre-finance where offered, and certification programmes.
- Listens to concerns and handles them fairly (see Policy 07).

5. Checking and consequences

Rasad may visit farms, hubs and premises, review records and speak with workers, with reasonable notice (or without notice for serious concerns). Where a supplier does not meet this code:

1. **Minor issues:** we agree a corrective plan and deadline.
2. **Serious issues or failure to correct:** purchases are suspended until the issue is fixed and verified.
3. **Severe or repeated breaches** (forced labour, trafficking, the worst forms of child labour, bribery, deliberate falsification of origin, or deforestation after the cut-off date): the relationship ends, and cases are reported to the authorities where the law requires.

6. Raising concerns

Suppliers and their workers can raise concerns about Rasad, our staff or other suppliers through the channels in Policy 07, including anonymously. Retaliation is not tolerated.

7. Acknowledgement

Every supplier signs or thumbprints the acknowledgement below before first sale, and again whenever this code is updated. For suppliers who do not read English, the code is read aloud and explained in a language they understand.

I confirm that this Supplier Code of Conduct has been explained to me, that I understand it, and that I and anyone working for me will follow it.

Supplier name: _____ Signature or thumbprint: _____

Community / State: _____ Date: _____

Witnessed by (Rasad): _____ Signature: _____