

Ethical Trading Declaration**SUPPLIERS**

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Dear breadsolutions Supplier,

As part of breadsolutions Ethical Trading Program, there is a strong commitment to ensure local laws and regulations are being met, in regard to labor, health, safety and the environment. This expectation as well as regulatory requirements also extends to our suppliers who want to comply with the rules of the countries in which they operate.

By signing this document, the supplier:

- a) Shall not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, gender, religion, age, disability, sexual orientation, union affiliation, marital status or caste.
- b) Shall not use illegal, forced, bonded or involuntary labor and ensure employment is freely chosen. Employees shall be free to leave their employment after reasonable notice has been given.
- c) Will not use child labor and be able to verify the age of all employees to ensure legal age limit has been met.
- d) Prohibits any form or threat of abuse or discipline, which includes physical, sexual, verbal, and form of intimidation and harassment.
- e) Ensures wages and benefits paid for the standard working week must meet as a minimum national or industry standards, to meet the basic needs of employees. This shall be communicated to the employees in writing prior to employment commencing.
- f) Acknowledges that workers have the right to freedom of association and to join or form trade unions of their choosing within local laws, and to ensure maximum working hours are not exceeded.
- g) Manufacturing facilities are adequately fitted with plant and systems of work, which are safe and clean and fitted with sufficient hygiene and food storage facilities.
- h) Any sub-suppliers used by the company shall ensure the above requirements are met.
- i) Maintain compliance to all relevant OHS, Food Safety, and Environmental regulations and standards

Please sign below to acknowledge compliance:

Company name: Tom's Pest Control PTY LTD	Date: 09/07/2025
Company Representative Name: Jesse Liles	Signature: 

breadsolutions office use only:

Reviewed by:	Date:
Department:	Signature: