



THE J.M. SMUCKER Co.

Smucker Global Supplier Code of Conduct: Understanding your Role as a Supplier

2025

INTRODUCTION



The [Smucker Global Supplier Code of Conduct](#) (Supplier Code) clearly outlines our company's expectations for business partners.

The Supplier Code provides the foundation for the Smucker **Responsible Sourcing Program** and shared commitment to "**Doing Things Right**" between Smucker employees and suppliers.

The Supplier Code applies to all third parties that provide goods or services to Smucker or any of its subsidiaries, divisions, affiliates, or agents.

To learn more about our Responsible Sourcing Program and access our Supplier Code, click [here](#)

AREAS ADDRESSED BY THE SMUCKER SUPPLIER CODE

Compliance with
Laws

Labor Practices and
Human Rights

Business Integrity

Environment

Animal Welfare

Reporting and
Enforcement

COMPLIANCE WITH LAWS

The Company will not do business with Suppliers who knowingly violate laws or have repeated problems conforming to them.

LABOR PRACTICES AND HUMAN RIGHTS

No Discrimination

No Child Labor

Safe and Clean
Workplace

No Forced Labor

Freedom to
Organize

Minimum wage,
overtime and max.
work hours

No recruitment
fees – “The
Employer Pays
Principle”

No Employment of
undocumented
employees

GRIEVANCE MECHANISMS

Suppliers must make an independent grievance mechanism available to all workers through which they can confidentially raise issues without fear of retaliation.

Any worker in the Smucker supply chain may submit a report using the [Smucker Integrity Portal](#)

BUSINESS INTEGRITY

No Supplier may provide
any form of bribe

Suppliers must not
engage in unfair
business practices

Suppliers must adhere
to Smucker's quality
procedures

Suppliers must meet
data security standards
and data privacy laws

Suppliers must maintain
confidentiality as
needed

Suppliers must report
conflict of interest
situations

ANIMAL WELFARE

Smucker has zero tolerance to animal cruelty or abuse and expects the same of Suppliers

Suppliers must cooperate with Smucker's animal welfare due diligence efforts, including annual supplier survey

ENVIRONMENT

Suppliers must commit to no deforestation or degradation of primary forest

Suppliers must comply with environmental laws and regulations

Suppliers must handle hazardous materials safely

Suppliers should implement environmental management systems

REPORTING AND ENFORCEMENT

Suppliers must comply with the Smucker Supplier Code as a condition of doing business with Smucker

Suppliers must conduct human rights due diligence (HRDD) in their own operations and in relation to their suppliers

Suppliers must complete third-party social audits as requested by Smucker

Suppliers must commit to whistleblower protection and non-retaliation

HRDD RESOURCES

To help our business partners, we are sharing a list of resources used by Smucker when conducting supply chain human rights due diligence. Each supplier must develop their own HRDD plan that is appropriate for their business.

- ☐ [OECD Due Diligence Guidance for Responsible Business Conduct](#)
- ☐ [OECD Guidelines for Multinational Enterprises](#)
- ☐ [United Nation's Guiding Principles on Business and Human Rights](#)
- ☐ [United Nations' Guiding Principles for Reporting Framework](#)
- ☐ [U.S. Department of Labor's SourceRight](#)
- ☐ [Ethical Trade Initiative's Human Rights Due Diligence Framework \(Executive Summary\)](#)
- ☐ [Verite's Responsible Sourcing Tool](#)
- ☐ [Business and Human Rights Resource Centre's KnowTheChain: Good Practice Guide 2024](#)

Thank You

