

Sustainable Sourcing Policy

1. Purpose

This document outlines our commitment to sourcing ingredients, materials, and services in a responsible and sustainable manner, ensuring the highest quality products while minimizing environmental impact and promoting social equity.

2. Scope

This Policy applies to all employees, contractors, agents, or representatives of Rite Foods Limited. All sourcing activities, including ingredients, packaging, and services across Rite Foods Limited's operations shall be conducted in tandem with the provisions of this policy.

3. Policy Statement

reduce waste, and conserve natural resources.

3.1. Key Principles

At Rite Foods, we are committed to sourcing goods and services in a manner that prioritizes sustainability, efficiency, responsibility, and data protection. We incorporate ESG performance as part of the selection criteria, encouraging suppliers to improve their sustainability practices. Suppliers are evaluated based on their ESG performance metrics, and we collaborate with them to identify areas for improvement and drive positive change. Our sourcing decisions shall be guided by the following principles:

3.1.1. Environmental Stewardship

Source ingredients and materials from suppliers who adopt sustainable practices,

3.1.2. Social Responsibility

3.1.2.1. Ensure protection of human rights, fair labour practices, safe working conditions and fair compensation across our value chain.

3.1.2.2. Require suppliers to demonstrate non-discriminatory practices in recruitment, compensation, and working conditions.

3.1.2.3. Priority shall be given to host community vendors for procurement of goods and services below three million naira, provided they meet all procurement requirements in terms of quality, compliance, and capacity.

3.1.2.4. Ensure due consideration is accorded the vulnerable such as women and people with disabilities if they are involved in a bidding process.

3.1.3. Transparency and Accountability

We conduct business with integrity and transparency, avoiding suppliers involved in unethical practices such as corruption, bribery, or human rights violations.

We foster open relationships with suppliers, stakeholders and customers, and ensure traceability and accountability.

3.1.4. Quality and Food Safety

Maintain high standards for quality and food safety throughout the supply chain.

3.2. Our Approach

We have strategically built a multiphase and diversified approach to our supply chain, recognizing the importance of resilience, agility, and sustainability. Central to this approach is our focus on cultivating strong partnerships with key suppliers who play a critical role in supporting our operations and delivering value to our customers and other stakeholders. Through collaborative engagement and continuous dialogue, we work closely with the selected key suppliers to align our objectives, optimize performance, and drive innovation.

By leveraging our diversified supplier base and implementing robust risk

management strategies, we enhance our ability to navigate challenges, seize opportunities, and ensure business continuity. This approach not only strengthens our supply chain but also reinforces our commitment to sustainability, responsible sourcing, and long-term value creation for the company.

3.2.1. Step 1: ESG Screening

To ensure alignment with Rite Foods' commitment to ESG principles, we require all our suppliers to complete a questionnaire focusing on key aspects of sustainability and responsible business practices. This questionnaire is designed to assess suppliers' performance in areas such as environmental impact, social responsibility, ethical sourcing, and governance practices.

Suppliers are expected to provide accurate and comprehensive responses to these questions, demonstrating their commitment to ESG principles and their willingness to collaborate with Rite Foods Limited in advancing common sustainability goals. The information gathered through this questionnaire will be used to evaluate suppliers' suitability for partnership and to inform our decision-making processes regarding supplier selection, engagement, and performance evaluation.

3.2.2. Step 2: Supplier Code of Conduct & Compliance

Selected suppliers are required to comply with Rite Foods' Supplier Code of Conduct, which shall be included in the contract, outlining RFL's expectations regarding ethical behavior, environmental sustainability, labor practices, human rights, and compliance with laws and regulations.

3.2.3. Step 3: Supplier's Self-Assessment Questionnaire

Strategic suppliers and those identified as high risk during the screening process are required to complete a detailed self-assessment questionnaire based on international standards such as the UN Global Compact, ISO 26000, ILO conventions, and GRI guidelines. This helps us track their sustainability progress and identify areas for support or intervention.

High-risk suppliers in this case, refer to suppliers whose operations or supply chain practices poses risk to our ESG objectives, while strategic suppliers refer to the suppliers whose product or services are critical to RFL's core operations.

3.2.4. Step 4: Risk-Based Audit, Monitoring & Corrective Actions

We conduct periodic audits of strategic and high-risk suppliers. Audits help us verify compliance, uncover areas for improvement, and track progress on corrective actions.

We work collaboratively with suppliers to address findings. However, repeated non-compliance or unwillingness to improve may result in suspension or termination of the supplier relationship.