

## **Sustainable Sourcing and No Deforestation, No Peat, No Exploitation (NDPE)**

Vantage recognizes that responsible sourcing and procurement practices are important, and we strive to align our sourcing strategy with protecting natural forests and other ecosystems including peatlands. This includes compliance with the [European Union Regulation on Deforestation](#)-free products. We align our palm-sourcing strategy with the [Roundtable for Sustainable Palm Oil \(RSPO\)](#) principles and criteria.

The [Vantage Supplier Code of Conduct](#) ("Code") details how we expect our partners to work with us to deliver materials, products, and services ethically, legally, and in a manner that benefits all.

To further support our sustainable sourcing strategy, Vantage commits to engaging with our direct suppliers of forest-based commodities, including palm and soy oils, to meet the following criteria:

### **No Deforestation**

- No deforestation, which includes the conversion of natural forests and high conservation value forests to agriculture, tree plantations, or other land uses, or severe human-induced degradation
- Commitment to long-term protection of natural forests

### **No Conversion**

- No conversion of non-forested natural ecosystems such as peatlands to agriculture, tree plantations, or other land uses, or severe human-induced degradation
- No new development, draining or burning of peatlands regardless of depth
- Commitment to long-term protection and conservation of natural ecosystems

### **No Exploitation**

- No engagement nor support any form of child labor
- No form of forced labor nor use of forced or involuntary labor of any type
- Wages are paid regularly and sufficient to allow employees and their family to meet their basic needs (adequate shelter, food, and other necessities) and in compliance with local wage and hour regulations.
- Employees shall be treated with respect and dignity.
- Workers, contractors, and visitors will be protected from accidents or occupational diseases.

Last reviewed: April 2024