



## ***Supplier Code of Conduct***

**(Approved and adopted on July 15, 2022)**

At Beyond Meat, Inc. (“Beyond Meat,” “we” or “our”), we are committed to operating responsibly and expect our suppliers to adhere to the same standards. As we look to the future and our aspirations to positively impact human health, climate change, global resource scarcity, and animal welfare, our suppliers have a distinct and profoundly important role to play in these efforts. We prioritize working with suppliers that share this commitment to conduct business responsibly, sustainably, and in alignment with our environmental, social, and governance (“ESG”) objectives. The purpose of this Supplier Code of Conduct (“Supplier Code of Conduct” or “Policy”) is to set forth our expectations and requirements of our third-party vendors and suppliers.

### **Environmental, Social and Governance Alignment**

Beyond Meat is dedicated to cultivating authentic business partnerships built on shared values, trust and a dedication to running an environmentally and socially responsible business. We believe it is in our best interest and in the best interest of our suppliers to anticipate and adapt to changing environmental, social, and economic conditions. As we continue our global expansion plans, we will endeavor to prioritize working with business partners that have established ESG goals that are aligned with our own ESG objectives. All of our suppliers are expected to require that their own suppliers and subcontractors meet the standards outlined in this Supplier Code of Conduct.

### **Human Rights and Workforce Standards**

We are committed to respecting human rights as set out in the [United Nations Guiding Principles on Business and Human Rights](#). This commitment encompasses internationally recognized human rights as defined by the [International Bill of Human Rights](#) – which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights – as well as the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#). Depending on circumstances, Beyond Meat also utilizes other widely accepted international human rights instruments. We express our commitment to these values in part through the various policies that govern our workplace, such as our Enterprise Human Rights Policy, which is incorporated by reference herein. We expect our suppliers to abide by the terms of our Enterprise Human Rights Policy, including its provisions related to non-discrimination; ensuring a workplace free from harassment or violence; prohibition of forced labor, child labor, and human trafficking; freedom of association and collective bargaining; fair wages; and privacy and freedom of expression. Our suppliers are expected to establish the internal controls and systems necessary to ensure that they and their suppliers and subcontractors also adhere to these human rights commitments.

### **Health, Safety, and the Environment**

Our suppliers are required to: (i) abide by all local, national and applicable international laws relating to health, safety and the environment; and (ii) ensure that adequate measures and controls are in place to protect the health and safety of their employees, their local stakeholders, and the overall community as it pertains to Beyond Meat’s operations and behaviors.

## **Food Safety, Quality, and Regulatory Compliance**

All supplier food products must meet or exceed applicable governmental and contractual standards for safety and quality. All concerns or issues regarding product safety or quality must be reported immediately to Beyond Meat so that appropriate action can be taken to protect our customers, consumers, suppliers, and the greater public.

## **Audits and Verification**

Beyond Meat reserves the right to audit adherence with this Supplier Code of Conduct when deemed necessary. We may from time to time, at our discretion, require verification of supplier environmental and social performance claims through documentation and/or on-site visits.

We will monitor and enforce this Supplier Code of Conduct through a variety of audit protocols if any potential risks are detected. These measures include, but are not limited to, third-party verification, access to facilities and relevant records, and any additional monitoring and enforcement measures we deem necessary on a case-by-case basis.

## **Anti-Bribery and Corruption, Money Laundering, Competition Law, and International Trade Sanctions**

Our suppliers shall abide by all applicable anti-corruption, money laundering, and competition laws as they pertain to their businesses. Our suppliers shall not engage in any form of bribery or corruption, including offering, promising, providing, authorizing, or accepting anything of value in exchange for an unfair or improper advantage. Our suppliers must record all payments accurately. Nor shall our suppliers participate in activities that could be seen as impeding competition or engaging in unfair practices. Lastly, our suppliers shall not undertake pricing practices amounting to illegal price discrimination, illegal price parity requirements, or resale price maintenance.

## **Code Violations and Corrective Action**

We will determine the extent of any violations of this Supplier Code of Conduct on a case-by-case basis and are committed to collaborating with all suppliers to set expectations, establish internal controls and uphold mutual accountability for desired outcomes. Failure to uphold this Supplier Code of Conduct and/or comply with the laws and regulations applicable to the supplier and to Beyond Meat may result in termination of the supplier agreement.

## **Raising a Concern**

If you have any concerns or questions about this Supplier Code of Conduct or its relevance to your specific business, please speak directly to your point of contact at Beyond Meat.

Anyone subject to this Supplier Code of Conduct who observes or suspects misconduct is required to contact our ethics hotline, which can be accessed 24 hours a day, 7 days a week by telephone at 866-759-7890 (received by a 3<sup>rd</sup> party provider) to report such violations. All reports will be kept confidential to the extent possible. Suppliers shall commit to protecting anyone who reports potential misconduct, provides information, or otherwise assists in an investigation of potential misconduct against any retaliatory action.

## **Conflicts of Interest**

Beyond Meat employees should have no relationship, financial or otherwise, with any supplier that might conflict, or appear to conflict, with the employee's obligation to act in the best interest of Beyond Meat. Suppliers should ensure that any personal relationship is not used to influence Beyond Meat's business judgment.

## **Documentation**

Suppliers must keep accurate records of all matters related to the supplier's business. The documentation necessary to verify compliance with this Supplier Code of Conduct and with all necessary laws and regulations applicable to the supplier shall be maintained by the supplier and made available upon request by Beyond Meat. This requirement also applies to any third-party employment agencies used by the supplier. Documentation includes, but is not limited to licenses, permits, certifications, policies and procedures, and employee and facility records.

### **Policy Governance**

This Policy shall be administered by Beyond Meat's ESG Executive Steering Committee. This Policy is subject to change as more information becomes available and if external conditions change that require a shift in our ESG strategy and planning.