

# integrity



## Monsanto Supplier Code of Conduct

*English*

MONSANTO





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## INTRODUCTION

Monsanto is a sustainable agricultural company committed to socially responsible business practices. We are driven to do not only what is required by applicable laws and regulations, but also what is expected of a leader. We expect our suppliers' management practices to respect the labor and employment rights of all employees, demonstrate processes and produce products that minimize their impact on the environment, and provide a safe and healthy work place for all employees.

## Sustainable Development Goals

Adopted in September 2015 after years of multi-stakeholder engagement, the United Nations Sustainable Development Goals (SDGs) comprise 17 goals that address the world's most pressing economic, social and environmental challenges.

The private sector plays an important role in achieving the SDGs and our work at Monsanto contributes in some way to each of the 17 goals.





Monsanto has identified six goals (SDGs 1, 2, 6, 8, 13 and 15) that are particularly relevant to our business, as well as three additional goals (SDGs 9, 12 and 17) that are of significant importance to how we work. As we continue strengthening our commitment to modern, sustainable agriculture, we will look to these SDGs in particular to inform our strategy and actions.

**STRONGEST ALIGNMENT WITH SIX SDGS THAT ARE MOST RELEVANT TO MONSANTO'S BUSINESS AND REPRESENT THE AREAS WHERE WE CAN HAVE THE MOST IMPACT.**



Improving lives for farmers, employees, consumers and communities, while helping to make a balanced meal more accessible for everyone.



Using resources more efficiently both on the farm and here at Monsanto.

**THREE SDGS THAT REPRESENT HOW WE ARE WORKING TO IMPACT THE SIX GOALS THAT ARE MOST RELEVANT TO OUR BUSINESS.**



As articulated in the United Nations Global Compact's SDG Industry Matrix, the SDG impact on responsible procurement includes:

- Investing in supply chains which are ethical, inclusive, resource-efficient, and resilient;
- Enhancing labor standards, skills, opportunities, and well-being that

improves productivity of contractors and suppliers;

- Increasing investment in renewable energy, water efficiency, and other infrastructure projects;
- Investing in the capability of diversity suppliers through training and capacity building; and
- Improving community health and increasing education investments.

To learn more about the United Nations Sustainable Development Goals visit [www.un.org/sustainabledevelopment](http://www.un.org/sustainabledevelopment).

### Commitment

As we endeavor to lead responsibly, we are committed to integrity when selecting and doing business with our suppliers (inclusive of all third party providers, collaborators and partners). We prefer to do business with suppliers who share our values and demonstrate similar commitments through their actions.

At Monsanto trust and integrity are at the core of doing the right things right every time. The Supplier Code of Conduct is intended to communicate our expectations to those suppliers that provide products or services to us, our subsidiaries and our affiliates around the globe. All of our suppliers are asked to become familiar with and agree to and operate consistent with our Supplier Code of Conduct as a condition to doing business with Monsanto Company.

Working together with our suppliers we can cultivate meaningful change – not just for today, but for generations to come.

View Monsanto's Sustainability Report at [www.monsanto.com/sustainability](http://www.monsanto.com/sustainability) to learn more about our commitment to sustainability.

**We grow better together.**



## FOUNDATION OF THE MONSANTO SUPPLIER CODE OF CONDUCT

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The Supplier Code of Conduct is founded on the Monsanto Pledge.

The Monsanto Pledge is our commitment to how we do business. It is a declaration that compels us to listen more, to consider our actions and their impact broadly, and to lead responsibly. It helps us to convert our values into actions, and to make clear who we are and what we champion.

### **Integrity**

Integrity is the foundation for everything we do at Monsanto. This foundation includes honesty, decency, consistency and courage. Building on those values, we are committed to:

### **Dialogue**

We will listen carefully to diverse points of view and engage in thoughtful dialogue. We will broaden our understanding of issues in order to better address the needs and concerns of society and each other.

### **Transparency**

We will ensure that information is available, accessible, and understandable.

### **Sharing**

We will share knowledge and technology to advance scientific understanding, improve agriculture and the environment, improve crops, and help farmers in developing countries.

### **Benefits**

We will use sound and innovative science as well as thoughtful and effective stewardship to deliver high-quality products that are beneficial to our customers and to the environment.

### **Respect**

We will respect the religious, cultural, and ethical concerns of people throughout the world. The safety of our employees, the communities where we operate, our customers, consumers, and the environment will be our highest priority.



### Act as Owners to Achieve Results

We will create clarity of direction, roles, and accountability. We will build strong relationships with our customers and external partners, make wise decisions, steward our company resources, and take responsibility for achieving agreed-upon results.

### Create a Great Place to Work

We will ensure diversity of people and thought, foster innovation, creativity and learning, practice inclusive teamwork, and reward and recognize our people.

### MONSANTO COMPANY CODE OF CONDUCT

The conduct we expect of our suppliers is not different than the conduct we expect of ourselves. Monsanto maintains a company Code of Business Conduct which further defines our expectations for how we operate and conduct our business. Suppliers (inclusive of all third party providers, collaborators and partners) and employees are encouraged to open this link and familiarize themselves with the Monsanto Code of Business Conduct: <http://www.monsanto.com/whowere/pages/business-conduct.aspx>.

### SUPPLIER-MONSANTO MUTUAL TRUST

Our suppliers play a crucial role in Monsanto's success as a company. We seek to develop relationships built on mutual respect and trust with our suppliers. We value honesty in our dealings with both existing and potential suppliers. All contracts must be fairly negotiated and free of deception or inaccuracy. Further, when selecting suppliers to provide products and services to Monsanto, we will do so fairly. We will make our selections based on a proper evaluation of all appropriate facts, which may include, for example, the supplier's quality, safety records, technical ability, historical experience, reliability, cost, schedule availability, demonstration of commitment to inclusion and diversity, and conduct in conformity with the Supplier Code of Conduct.





## MONSANTO-SUPPLIER MUTUAL COMMITMENTS TO PEOPLE

### Safe, Healthy and Secure Work Environments

**At Monsanto, safety and security are everyone's responsibility. We are dedicated to fostering a safe and healthy work environment for all employees, visitors and customers, and the communities where we work.**

Similarly, we expect that suppliers shall comply with the laws and regulations that apply to their locations and workplaces. We value suppliers that make continuous efforts to achieve a workplace that is free from work-related injuries and illnesses.

Information about Monsanto's various policies and procedures which govern safety will be made available to suppliers. We expect our suppliers to comply with direct policies and procedures which govern safety and to work closely with us on safety and security issues that arise related to the products and services they provide to us.

### Respect for Human Rights

**Consistent with our commitment to respect and advance human rights, Monsanto has adopted a Human Rights Policy. We expect all our suppliers to comply with applicable employment and labor laws, and in addition, our Policy details expectations in the following areas:**

- Child Labor
- Forced Labor
- Discrimination
- Compensation
- Working Hours
- Harassment and Violence
- Freedom of Association
- Safety



Compliance includes efforts to prohibit discrimination against any person in any term, condition or privilege of employment because of race, color, religion, sex, age, national origin, disability, veteran status, gender identity, gender expression, sexual orientation (real or perceived, as manifested by identity, acts, statements or associations), or any other characteristic protected by law.

Monsanto expects suppliers to refrain from, and comply with any regulations and supporting obligations on, human trafficking and modern slavery. Examples include, but are not limited to, the California Transparency in Supply Chains Act and the UK Modern Slavery Act.

When appropriate, Monsanto expects suppliers to agree to allow Monsanto or third parties acting on Monsanto's behalf to conduct reasonable audits of suppliers' books, records and facilities utilized by employees to determine suppliers' compliance with applicable employment and labor laws.

In addition, Monsanto expects suppliers of materials containing tantalum, tin, tungsten or gold to know where those minerals were mined and to provide that content and source information to Monsanto if asked.

For additional information, visit <http://www.monsanto.com/whoweare/pages/human-rights.aspx>.

### Personal Information Privacy

**Personal information may include, but is not limited to, employment history, government issued identification numbers, contact information, marital status, and criminal records.**

We expect suppliers to protect personal information Monsanto provides to suppliers or is acquired by suppliers related to Monsanto employees,

customers and third parties, consistent with applicable data privacy laws. If a supplier becomes aware of an actual or possible unauthorized disclosure of Monsanto employee or customer information, we expect the supplier to report it immediately to Monsanto's Business Conduct Office at Web: [www.contactBCOglobal.com](http://www.contactBCOglobal.com); Email: [business.conduct@monsanto.com](mailto:business.conduct@monsanto.com); Mail: 800 N. Lindbergh Blvd, Mail Code E1NH, St. Louis MO 63167, or [www.monsanto.com/contactbco](http://www.monsanto.com/contactbco)







## COMMITMENT TO MONSANTO

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### Legal Compliance

We expect suppliers to work diligently to conduct Monsanto-related business in full compliance with applicable laws, rules, and regulations.

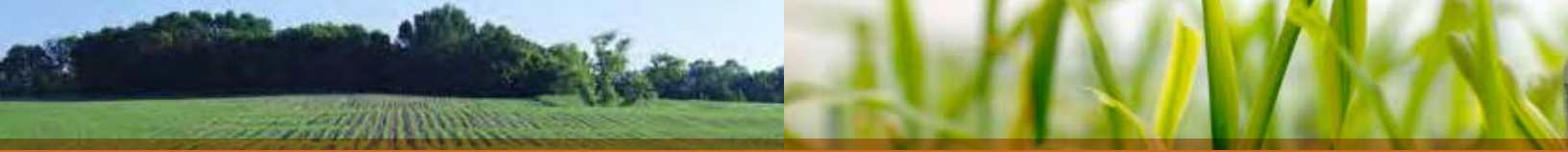
### International Trade

When a supplier's business with Monsanto includes international trade, Monsanto expects the supplier to understand and comply with applicable international trade control laws and regulations, including those related to economic sanctions, customs requirements, and export controls. Upon request, suppliers will provide Monsanto with any required product specifications and pertinent documentation to ensure compliance with applicable export and import regulations. Additionally, in connection with Monsanto business, suppliers must not participate in any economic boycott not sanctioned by the United States Government and must not provide information that could be construed to support any such unsanctioned boycott. When applicable,

suppliers should implement practices and procedures to ensure the security of their supply chains in accordance with Authorized Economic Operator (AEO) standards, the Customs-Trade Partnership Against Terrorism (C-TPAT) initiative of the US Department of Homeland Security, and related global supply chain security programs in the countries where suppliers engage with Monsanto.

### Business Gifts and Entertainment

We understand and recognize that gifts, meals, and entertainment can be used in positive ways to build relationships. However, these areas can also present real and/or perceived issues related to integrity. Accordingly, any supplier who attempts to compromise Monsanto's commitment to integrity by offering inappropriate gifts, meals, entertainment, business opportunities, privileges, outside employment (including employment for family members) or other items or things of value to Monsanto employees may jeopardize its supplier status with Monsanto.



To avoid the appearance of attempting to gain favorable treatment, suppliers shall only give Monsanto employees gifts, meals, entertainment or other items of value if such items are:

- Modest
- Lawful
- Infrequent
- Business appropriate
- Not cash or cash equivalents

Monsanto employees are not to solicit a supplier for any personal gift, meal, entertainment or other item of value.

Gifts should not exceed \$100 USD in value; even if a gift or form of entertainment meets the above criteria. Monsanto's policy does not allow suppliers to offer any gifts or forms of entertainment to a Monsanto employee during an ongoing Request for Proposal (RFP), a Request for Quote (RFQ) process, or during any other stage of an active contract negotiation. Monsanto's policy disallows employees from accepting such items during these critical periods of negotiation. Any effort from a supplier to offer any such gifts or form of entertainments during these time periods could result in discipline to the Monsanto employee and disqualification of the supplier.



If a supplier has any questions or concerns about the propriety of offering any gift, meal, form of entertainment or any other item of value, the supplier should contact Monsanto's Business Conduct Office in advance of making such offer.

### Company Assets

As suppliers work with Monsanto, access may be granted to various Monsanto assets. These assets could include our Company's physical property like equipment, vehicles, computers, funds and facilities. We expect suppliers to protect these assets from loss, theft, damage, waste or misuse. We also expect suppliers to use Monsanto resources for appropriate business purposes only.

### Information Security

#### Confidential and Proprietary Information

Monsanto resources are not limited to physical property. Some of Monsanto's most valuable assets are the confidential and proprietary information we possess. Confidential information typically includes information that is not published by authorized Monsanto personnel to the public. A supplier's ability to protect Monsanto's confidential business information is critical to Monsanto's future success and Monsanto's relationships with its suppliers. Information security is extremely important for Monsanto to maintain the confidence and trust of our customers, suppliers, and other parties with whom we work.

We expect suppliers to comply with all contractual obligations regarding confidentiality and otherwise to protect Monsanto's confidential and proprietary information from unauthorized use. Suppliers should not disclose such information to anyone outside of Monsanto or even someone within Monsanto who does not have a clear business need to know. Suppliers should



take appropriate measures, including training their employees, to ensure such information is never improperly accessed, lost, stolen, misused, misplaced or left unattended. Monsanto will not tolerate any supplier's use of Monsanto confidential and proprietary information to trade Monsanto Company stock, and suppliers must not share insider information about their own company with Monsanto employees.

We expect supplier information systems that contain Monsanto's confidential information or data to be appropriately managed and protected against unauthorized access, use, disclosure, modification, destruction or denial of service.

Suppliers should never access any information without proper authority and never move or otherwise manage any personally identifiable information about any person in a manner that compromises the security of that information from unauthorized use or disclosure.

### Intellectual Property

Some of the information to which a supplier may have access can include Monsanto's confidential business information (CBI) and/or intellectual property (IP), which is considered valuable Monsanto property. We expect suppliers to protect Monsanto's IP, examples of which include:

- Trade secrets
- Copyrights
- Trademarks
- Patents
- Design rights
- Logos
- Brands

### Maintain Honest Financial Records

Monsanto's financial records are the public's window to assess the overall success of our business. The public relies on us to produce honest, accurate and timely disclosures consistent with applicable laws and regulations. This means all supplier-generated invoices, purchase orders or other transactional documents must be precise, accurate and detailed sufficiently to clearly articulate the underlying transaction.

Accordingly, we expect supplier information submitted to Monsanto to be completely truthful, correct and complete because we rely on the information we receive when we prepare our books and records. We expect suppliers to follow all applicable accounting requirements and internal controls when submitting information to Monsanto.

If a supplier becomes aware of any inaccurate or incomplete records involving services or products supplied to Monsanto, including but not limited to accounts receivable, purchase orders, and funds transfers, we expect the supplier immediately to report the matter to Monsanto.

### External Communications

Suppliers should not speak on Monsanto's behalf unless they have been specifically authorized and instructed to do so and then only to the extent authorized.





## COMMITMENT TO SCIENTIFIC RESEARCH, QUALITY PRODUCTS, REGULATORY COMPLIANCE, AND FAIR MARKET PRACTICES

### Scientific Research

**At Monsanto, we know and understand the importance of conducting ethical scientific research. Much of our success depends on building trust with various groups and people, and much of that trust will depend on the accuracy and reliability of the scientific data that we provide.**

We expect suppliers who contribute to or perform research on our behalf to commit to accurate, reliable, and ethical research.

### Quality Products

**Monsanto is committed to the integrity of its products and to consistently delivering high quality products. Commitment to quality is a common element that spans our organization and connects us with our customers.**

Accordingly, we expect suppliers to deliver to Monsanto high quality products and services that meet or exceed applicable laws and regulations as well as contractual requirements and standards.

### Regulatory Compliance

Monsanto conducts global business in a highly regulated environment. Many of our biotechnology and crop protection products must be approved by regulatory agencies prior to commercialization. Therefore, we expect suppliers to comply with all international, national and local laws and regulations relevant to the services and products the suppliers provide Monsanto.

Our suppliers are expected to support Monsanto's efforts to ensure our technology is managed responsibly under stewardship guidelines and in compliance with applicable laws and regulations. We expect suppliers to work collaboratively with Monsanto to ensure everything we do together reinforces Monsanto's efforts to sustain our approach to effective product stewardship.



### Fair Marketing Practices

**When marketing or selling our products, it is vital that we use only fair, ethical tactics.**

Accordingly, we expect suppliers who prepare sales, advertising, promotional, and marketing materials for Monsanto to take care to fulfill these duties through truthful and accurate representations.

### Advertising

Suppliers should not make false or misleading statements about the quality or availability of Monsanto products. Further, advertising suppliers should not make unfair or untrue comparisons between Monsanto's products and those of our competitors.

### MONSANTO'S COMMITMENT TO THE WORLD

#### Environmental Protection and Safety

At Monsanto, we know a large part of our success can be attributed to the communities in which we operate. To help protect and support these communities, their surrounding environments and our world as a whole, we expect suppliers to comply with environmental laws and requirements wherever they operate. Monsanto values suppliers that commit to the conservation of natural resources, recycling, water use and waste reduction, pollution control, and clean air and water.



### Supplier Diversity

Monsanto values an environment that is rich in inclusion and diversity and extends this to all suppliers in our global supply chain. As we strive to be the leading provider of agricultural products and solutions worldwide, we recognize the value of a diverse supplier base providing Monsanto with the products and services for our global supply chain.

**Monsanto's supplier diversity efforts have resulted in the inclusion of businesses with majority ownership by diverse individuals (i.e., individuals from underrepresented groups as defined by country), including minorities, women, people with disabilities, veterans, disabled veterans, and persons who are lesbian, gay, bisexual, and transgender (LGBT).** By including these diverse owned suppliers in Monsanto's supply chain, this provides economic impact and supports the communities where we live and work. We strongly encourage our suppliers to expand their supplier diversity efforts by engaging with certified diverse owned businesses to provide products and services to Monsanto, as recognized within their respective countries and by supplier diversity certifying organizations. Monsanto asks its suppliers to make available their own diverse owned business spend associated with doing business directly or indirectly with Monsanto.

### No Bribery or Corrupt Practices

As a global organization, Monsanto is subject to various anti-corruption laws around the world. Such laws are designed to help us maintain fair, ethical and transparent interactions with government officials.

Monsanto expects its suppliers to comply with all applicable anti-corruption laws

including the U.S. Foreign Corrupt Practices Act ("FCPA"). Monsanto also expects that its suppliers will not engage in any form of commercial bribery, either directly or through a third party.

### Ethical Currency Transactions

Money laundering is the process through which individuals or entities attempt to conceal illicit funds or make the sources of those funds appear legitimate. Such funds may be acquired through criminal enterprise, acts of terrorism, drug trafficking, fraud or tax avoidance.

Accordingly, we expect that suppliers shall not engage in any form of money laundering activities and shall never knowingly accept funds acquired through illicit means.

### Competition

Monsanto expects its suppliers to compete vigorously with one another for Monsanto's business, and competing suppliers are prohibited from entering into compacts or collusive arrangements affecting their business with Monsanto. Suppliers who believe that Monsanto would benefit from cooperation among otherwise competing suppliers should seek Monsanto's prior informed consent to such arrangements.





## CONFORMANCE WITH THE SUPPLIER CODE OF CONDUCT

**A supplier's conformance with Monsanto's Supplier Code of Conduct will be significant in Monsanto's decision making process when considering whether to start or continue a business relationship.**

Monsanto expects its suppliers to have adequate monitoring and record keeping systems to conform to this Code.

Suppliers are expected to notify Monsanto of legal actions, administrative investigations or prosecutions that may affect their performance of Monsanto business or that could potentially adversely affect a supplier's and Monsanto's reputation.

### Contact Information

Suppliers may direct questions or comments about this Supplier Code of Conduct to their Monsanto Procurement Representative.

### Reporting

Monsanto asks suppliers to promptly report deviations from this Supplier Code of Conduct to their Monsanto Representative for resolution between the supplier and Monsanto. If at any time a supplier believes that a Monsanto employee has acted contrary to Monsanto's Code of Conduct, we ask that you report your concerns in detail to our Business Conduct Office at Web: [www.contactBCOglobal.com](http://www.contactBCOglobal.com); Email: [business.conduct@monsanto.com](mailto:business.conduct@monsanto.com); Mail: 800 N. Lindbergh Blvd, Mail Code E1NH, St. Louis MO 63167, or [www.monsanto.com/contactbco](http://www.monsanto.com/contactbco)

Suppliers are asked not to report to this office their disappointment on not being selected for Monsanto business, unless they believe that the result was caused by a Monsanto employee who deviated from a specific provision of Monsanto's Code of Conduct.

