



JOHN B. SANFILIPPO & SON, INC.

Supplier Code of Conduct (the “Code”)

John B. Sanfilippo & Son, Inc. (“JBSS”) has a long history of operating with high ethical standards and integrity. We have done this by balancing our strong desire for profitable growth with our commitments to our various stakeholders, including our employees, shareholders, consumers, and the communities in which we operate. The manner in which our employees manage the social, environmental, and economic impacts of our business model is critical to our business success. Our stakeholders expect John B. Sanfilippo & Son, Inc. to uphold high standards of responsible and ethical behavior in our operations and to encourage a similar commitment by companies with which it does business.

This Supplier Code of Conduct sets forth JBSS’s standards and expectations with respect to key areas of corporate responsibility. Our goal is to work with suppliers and vendors to assure compliance with these requirements.

Legal Compliance and Business Integrity

Suppliers must comply with all applicable laws and regulations in their country of operation. Also, suppliers must not directly or indirectly give or received improper business advantage via the giving or receiving anything of value in exchange for preferential treatment with any other party including but not limited to, employees and agents of JBSS and governmental officials.

Social and Working Conditions

Child Labor

JBSS is committed to the elimination of the “worst forms of child labor,” as defined by ILO Convention 182, from its supply chain. We expect our suppliers to support and participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain. The use of child labor on farms as permitted by applicable local and national laws and regulations is not a violation of this Code.

Forced/Prison Labor

Suppliers must not utilize or benefit in any way from forced or compulsory labor, nor utilize factories or subcontractors that force unpaid labor. The use of official prison rehabilitation programs is not a breach of the Code.

Working Hours and Wages

Suppliers should provide wages at least equal to the applicable legal minimum wage and any associated statutory benefits. If there is no legal minimum wage, suppliers must ensure that wages are at least comparable to those at similar companies in the local area or to prevailing industry norms. Working hours should reflect applicable legal norms and overtime hours should be paid at the legally mandated premium or at least at the same rate as regular hours worked if there is no mandated premium.

Freedom of Association

Suppliers should respect employees' right to freedom of association including the right to collectively bargain, consistent with local national laws and regulations and ensure that all employee relationships are of a voluntary nature.

Non-Discrimination

Hiring and employment decisions, including those relating to compensation, benefits, promotion, training and development, discipline, and termination, shall be made solely on the basis of the skill, ability, and the performance of workers. Discrimination is not permitted on the basis of race, religion, gender, political opinion, national extraction, or social origin. (ILO Conventions 100 and 111)

Health and Safety

The Supplier must provide employees with a safe and healthy working environment for all employees that include appropriate controls, safety procedures, preventative maintenance, and protective equipment. Practices must comply with all relevant local and national laws, codes and regulations.

Environment and Sustainability

Environmental impact is a key part of The JBSS's business practices and the company is committed to supporting sustainable operational and agricultural production practices. At a minimum, suppliers must fully comply with all applicable local and national environmental laws and regulations and should strive to conduct their operations in a way that conserves natural resources. **In the area of palm oil, we support the certified sustainable production as an end user of ingredients that contain palm oil, palm kernel oil and palm derivatives. We are a member of the organization "Round Table on Sustainable Palm Oil" (RSPO), and purchase "credits" according to the quantities we use. The financial value of these credits reward farmers who undertake to grow palm oil in a socially and economically sustainable way. Round Table on Sustainable Palm Oil (RSPO) is an international organization established to promote the production and use of sustainable palm oil. Learn more: <http://www.rspo.org/en/>**

Pollution Prevention and Resource Reduction

Suppliers should reduce waste and usage of all types by implementing appropriate conservation measures in their operations. Improvement plans for waste reduction, recycling, energy conservation and greenhouse gas mitigation policies should be in place, along with demonstrable evidence of implementation.

Environmental Permits and Reporting

Suppliers must obtain, maintain and keep current all required environmental permits (e.g. discharge monitoring) and registration and any operational and reporting requirements shall be followed.

Wastewater and Solid Waste

Wastewater and solid waste are to be monitored, controlled and treated as required by applicable local and national laws and regulations prior to discharge or disposal and records of effluent monitoring shall be maintained.

Air Emissions

Air emissions generated from operations are to be characterized, monitored, controlled and treated as required by applicable local and national laws and regulations prior to discharge and records of air monitoring shall be maintained.

Food Safety and Quality

JBSS is dedicated to providing safe high-quality food products, and its suppliers must deliver products and services that meet food safety and quality standards required by applicable law and JBSS's company quality standards.

Verification and Compliance

Suppliers should have adequate monitoring and record keeping systems to ensure compliance with the Code. JBSS reserves the right to monitor, review and verify compliance with the Code during normal business hours upon providing reasonable notice.

Supplier's Certification of Compliance

By its acceptance of any purchase order from JBSS, the Supplier acknowledges its acceptance of the Code and its intention to comply with its requirements.