



Supplier Code of Conduct

Our Mission:

"To make the most awesome doughnuts on the planet every single day."

Background:

As a part of its responsibility strategy, Krispy Kreme is committed to sustainable and responsible sourcing. Krispy Kreme seeks out suppliers who share this commitment and can consistently meet its standards.

This Supplier Code of Conduct (the "Code") describes Krispy Kreme's expectations and requirements of all direct and indirect suppliers, service providers and other vendors (collectively "Suppliers") related to human rights, environment, and business ethics. At a minimum, Suppliers must comply with all applicable laws, rules and regulations in the country or countries in which they operate or otherwise do business, as well as any laws of a jurisdiction in which we operate that govern our supply chains, and meet the key international frameworks and standards as specified below.

Krispy Kreme expects Suppliers in all categories to adhere to the Code, including aligning relevant policies and practices, communicating and enacting the Code provisions across their organization, and establishing and enforcing these expectations with their own suppliers. The provisions of this Code are in addition to the provisions of any legal agreement between a Supplier and Krispy Kreme. Suppliers may also be required to comply with any additional Krispy Kreme policies outside of this Code.

The Code is based on key international frameworks and standards including the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights (UNGPs) and the fundamental rights established in the International Labor Organization's Core Conventions as well as by Krispy Kreme's assessment of issues and topics material to its business and its stakeholders. Krispy Kreme values its relationships with Suppliers and is committed to working with Suppliers through a continuous improvement model for responsible sourcing.

Human Rights

Respect for people and communities is a core value for Krispy Kreme. Krispy Kreme recognizes its responsibility to respect human rights and expects Suppliers to implement policies and practices that operationalize these protections across their workforces, including all workers, regardless of gender or worker status, including migrants and temporary workers.

- Freedom of association

Suppliers must respect workers' rights to freedom of association by meeting or exceeding the relevant requirements of local law. In instances where freedom of association is prevented by local law, Suppliers must not hinder alternate means for workers to gather independently and discuss work-related issues.

- Discrimination and harassment

Suppliers must treat all workers with respect and dignity and maintain a workplace free of discrimination, harassment or violence.

All forms of harassment and discrimination in the workplace are unacceptable. This includes, without limitation, discrimination on the basis of race, color, religion, marital status, pregnancy, parental status, ethnic or national origin, disability, genetic information, military or veteran status, sexual orientation, gender, gender identity or expression, age, union affiliation, or political convictions at any stage of the employment relationship including hiring, promotion, access to training, termination, retirement or in any other employment practices such as compensation, benefits and disciplinary actions.

Suppliers must especially recognize women workers' right to equal opportunities in all aspects of training, professional development, benefits and compensation.

Suppliers that employ or recruit foreign workers, or hire temporary employees, must ensure those workers are treated fairly and on equal basis with local and/or regular workers.

- Wages and benefits

Suppliers must compensate workers in accordance with all applicable laws for all hours worked, and for any types of paid leave or time off to which they are legally entitled.

- Working hours

Workers must not be required to work in excess of the relevant legal limits on working hours, overtime hours and number of working days per week.

- Health and safety

Suppliers are expected to identify safety and health risks in the workplace. They must provide regular training to workers on appropriate safety practices. Workers must have access to appropriate personal protective equipment, and Suppliers should have in place an ongoing process to monitor performance, including incident rates, and mitigate safety and health risks in the workplace. In addition, suppliers must maintain and regularly communicate emergency plans for workers.

Suppliers are encouraged to leverage a formal management system, such as OHSAS 18001, to establish a robust approach to their health and safety programs.

- Child labor

Suppliers must not employ workers under the age of 15 (or 14 where the law of the country permits) and should implement practices to ensure that no workers are below the legal minimum age of employment. When employing workers over the age of 15 (or 14 where the law of the country permits) and under the age of 18, Suppliers must ensure that such employment is in accordance with the applicable law and must provide adequate protection against any conditions which may be particularly hazardous to the health and safety of young workers.

- Forced labor and human trafficking

All employment must be voluntary. By providing goods and services, Suppliers are certifying that the materials incorporated into all goods and services provided to Krispy Kreme comply with all laws pertaining to forced labor and human trafficking in the countries in which the Supplier does business, as well as all relevant laws of the jurisdictions in which we do business that relate to Supplier's goods or services. Workers must be able to freely enter and leave the workplace, and Suppliers must not withhold worker identity documents, work permits, financial guarantees, or other valuable items as a condition of employment. Suppliers must pay the cost of recruitment or reimburse workers who have paid recruitment fees.

Environment

Krispy Kreme is committed to minimizing its impact on the environment. In addition to meeting all applicable federal, provincial, state and local environmental requirements, Krispy Kreme expects Suppliers to continuously work to assess the environmental risks and opportunities to their businesses, and to take steps intended to reduce the environmental footprint of their own operations and that of their supply chains. Suppliers of agricultural products are expected to implement sustainable agricultural and livestock production methods to safeguard ecosystems and biodiversity, optimize the use of natural resources and reduce their impacts on climate change.

- Energy and greenhouse gas emissions

Krispy Kreme encourages its Suppliers to track their energy use and greenhouse gas emissions and to identify and implement actions to reduce both. This includes increasing the use of renewable energy sources and optimizing energy efficiency. Where Suppliers directly own or manage large pieces of land and animal production facilities, this includes practices to reduce greenhouse gas emissions, such as improving carbon retention of soils, minimizing fertilizer run-off or implementing appropriate manure management practices.

- Water

Krispy Kreme encourages its Suppliers to measure water use and discharge in their operations and to identify opportunities to improve water efficiency and minimize impacts for downstream users. Krispy Kreme further encourages Suppliers to evaluate water risks to the communities in which they operate and on their businesses, including water stress, water quality concerns, drought risk, and the potential impacts of climate change to water availability.

- Waste

Krispy Kreme encourages its Suppliers to measure and identify ways to reduce the waste generated through their operations. This includes product and process design decisions that lead to waste reductions, improved

forecasting and planning, and opportunities to increase recycling and other waste management methods such as composting, where feasible.

Hazardous chemicals and other materials should be identified and managed to ensure safe handling, movement, storage, recycling or reuse and disposal. All workers who handle waste and hazardous wastes must be properly trained on how to deal with such substances and their potential hazards if they are mismanaged or released to the worker and environment.

- Chemicals Management

Krispy Kreme requires its Suppliers to continuously evaluate and minimize where possible the use of hazardous chemicals, pesticides, and synthetic fertilizers.

- Biodiversity

Where Suppliers directly own or manage large pieces of land, Krispy Kreme encourages land management techniques designed to minimize harm to ecosystems and improve biodiversity.

Food Safety

Krispy Kreme is committed to ensuring the products it sells are safe for consumers to enjoy. Suppliers of ingredients and food contact substances are required to adhere to all applicable federal, provincial, state and local requirements with respect to food safety, including those requirements of the market in which final goods are sold, as well as all industry best practices. These suppliers are expected to implement oversight and continuous improvement programs, including as applicable audits and third-party certifications, to ensure their food safety programs are operating as intended and are protective of public health. Suppliers of materials or services other than ingredients or food contact substances are expected to conduct themselves in a way that does not introduce food safety risks into the Krispy Kreme supply chain.

Ethics

Krispy Kreme is committed to conducting its business in accordance with the highest ethical standards and in compliance with all applicable laws, rules and regulations. Krispy Kreme expects Suppliers to comply with all applicable business integrity and ethics regulations in the countries and jurisdictions in which they operate—including where services are performed, where goods are produced, where raw and intermediate goods enter the supply chain, and when applicable where the resulting finished goods are marketed.

- Bribery and corruption

Suppliers must fully comply with requirements of all applicable anti-corruption laws, including but not limited to the U.S. Foreign Corrupt Practices Act. Suppliers may not give, offer, or accept anything of value to obtain or retain business, influence actions, or to obtain an improper advantage for Krispy Kreme, for itself, or for any third party. Suppliers must implement policies designed to prevent such activities.

- Privacy and data protection

Suppliers must comply with all applicable privacy, data protection and information security laws and regulations, as well as all applicable industry standards and best practices for the collection, transmission and use of consumer and/or employee information and confidential business data. At Krispy Kreme's request, Suppliers will provide information about their security programs or policies related to the handling, protection, disposal or other processing of such data. Krispy Kreme shall have the right to audit Suppliers' security infrastructure, policies and practices to confirm compliance.

- Grievance mechanism

Krispy Kreme requires Suppliers to have a process through which workers can raise concerns anonymously without fear of retaliation. This grievance mechanism should be easily accessed, transparent, predictable, equitable; understandable to workers; and should ensure the protection of whistleblowers.

Implementation

- Management systems

Krispy Kreme expects all Suppliers to implement a management system that enables them to act in accordance with this Code and continuously improve performance, including a process for identification and proactive mitigation of risks associated with compliance to this Code, as well as process for ongoing monitoring and review of risk controls, and prompt and accurate reporting of all incidents. Suppliers should implement internal governance mechanisms to ensure oversight for the topics covered in this Code across relevant functions and at the appropriate level(s) within the company.

- Audits and assessments

Krispy Kreme reserves the right to conduct audits upon reasonable notice and to conduct unannounced audits, as necessary, to ensure compliance with this Code. Suppliers are required to provide Krispy Kreme with access to the Supplier's processing areas, co-manufacturing facilities, and warehouse / distribution centers; access to employees who have responsibility for issues and activities covered by this Code; and documentation and records relating to production of Krispy Kreme products, human resources management, and overall management systems. If issues are identified, Krispy Kreme will work with vendors to take corrective actions to remedy outstanding issues and ensure compliance, up to and including termination if issues cannot be resolved.

- Code updates and oversight

Krispy Kreme reviews this Code periodically to ensure that its content and implementation approach cover the breadth of issues material to its supply chain and reflect best practices. Krispy Kreme can review the Code considering changing stakeholder expectations or marketplace conditions and make updates as necessary. Krispy Kreme reserves the right to modify or amend this Code at any time in its sole discretion.

Acceptance

By beginning or continuing to do business with Krispy Kreme or by signing below, Supplier agrees that it has received, read, understood, and agrees to this Supplier Code of Conduct and agrees that adhering to this Supplier Code of Conduct is a necessary condition for doing business with Krispy Kreme.

Signature

Date

Printed Name and Title