



**UTZ BRANDS, INC.
SUPPLIER CODE OF CONDUCT**

TO VENDOR PARTNERS,

Utz Brands, Inc. and its affiliated entities (“Utz”) has operated with integrity and high ethical business standards for more than 100 years. To live up to the trust our customers place in us, we require our network of Suppliers and business partners to commit to and uphold our values and operating principles.

This Supplier Code, updated in October 2022, and as may be amended from time to time (the “Supplier Code”), outlines Utz’s expectations and guidelines with respect to responsible sourcing including our commitments to human rights, the environment, health and safety, business ethics and the development of a diverse and sustainable supply chain. The Supplier Code is aligned with the International Bill of Human Rights, The ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (UNGPs) and the Ten Principles of the UN Global Compact.

We require all Suppliers and business partners to comply with this Supplier Code. “Suppliers” refers to any third party that provides goods or services to Utz for compensation including, but not limited to, our direct and indirect Suppliers, co- manufacturers and co-packers, labor providers, logistic providers, distributors and licensees including their parent, subsidiary or affiliate entities, and any sub-contractors of Suppliers. We require our Suppliers to communicate these expectations throughout their supply chain by adopting efficient management systems, policies, procedures and training consistent with this Code within their own business operations. We require our Suppliers to abide by all applicable national, state and local laws/regulations in the markets where they operate; however, where local laws differ from this Supplier Code, our Suppliers should comply with the more stringent requirements.

By accepting any purchase order from Utz, Supplier acknowledges its acceptance of the Supplier Code and agreement to comply with its requirements.

Business Ethics

Utz is committed to conducting business ethically and lawfully in countries where we operate across our supply chain. We do business with Suppliers and business partners who demonstrate a similarly strong commitment to ethical behavior. Suppliers must conduct their business in accordance with the highest ethical standards and to have controls in place that prohibit and detect the misuse of company assets, corruption, bribery, improper gifts, extortion, embezzlement and even the appearance of conflicts of interest. Suppliers shall abide by all applicable anti-corruption laws and regulations of the countries in which they operate, including the Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption conventions. Suppliers and business partners do not extend any non-trivial value business courtesies to Utz employees. Suppliers and business partners will also accurately reflect their business dealings in their books and records. Suppliers and business partners with access to Utz’s confidential information should not disclose such information to any other person without our advance written consent. To the extent that Suppliers and business partners transports

goods for Utz into the United States, Suppliers shall comply with the C-TPAT (Customs-Trade Partnership Against Terrorism) security procedures on the U.S. Customs website at www.cbp.gov (or other website established for such purpose by the U.S. government).

Food Safety and Quality

Utz is dedicated to providing safe, high-quality products and we expect our Suppliers to help us meet this commitment. Ingredients, products and services delivered by Suppliers must meet or exceed food safety and quality standards required by applicable law and Utz's stringent quality standards. Any Supplier concerns about product safety or quality must be reported to Utz.

Environment

Utz is committed to reducing our environmental impact across our supply chain and to supporting sustainable operational and agricultural production practices. We work with our Suppliers who are critical partners in our efforts to responsibly and sustainably source our ingredients, packaging materials and other goods and services in a way that will help reduce our impact on air, land and water.

Supplier operations must fully comply with all federal and local environmental laws and regulations including those related to waste disposal, hazardous waste, greenhouse gas emissions, wastewater and toxic substances. Supplier air emissions, wastewater and solid waste generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge or disposal.

Operations and work across supply chains shall not contribute to deforestation or loss of biodiversity. Suppliers are encouraged to implement their own No Deforestation Policy and commitments to protecting High Conservation Value and High Carbon Stock areas. Suppliers obtain, maintain and keep current all required environmental permits (e.g. discharge and effluent monitoring records) and operational, registration and reporting requirements. Suppliers are encouraged to actively measure, manage and disclose environmental impacts in areas such as Greenhouse Gas (GHG) emissions, water and waste as well as to set targets and implement action plans for reducing environmental impacts. Public reporting on annual environmental performance is encouraged.

Land Rights

Utz is committed to following the principles of Free, Prior and Informed Consent (FPIC) of Indigenous Peoples for property or land negotiations and requires the same commitment of its Suppliers. All forms of land grabbing are prohibited. Adherence to the principles of Free, Prior and Informed Consent of Indigenous Peoples is required in all negotiations for property or land, including the use of and transfers of it. Land rights of individuals, indigenous people and local communities affected by sourcing practices, supply chains and operations are respected.

Labor Matters

Worker Health and Safety

Utz requires that all workers in its operations and supply chain be provided with a safe and healthy working environment. Suppliers are required to provide all workers have the right to refuse and report unsafe or unhealthy working conditions regardless of role, title or responsibility. Suppliers must train workers on the appropriate occupational health and safety policies and procedures, including emergency evacuation procedures, prior to employment and then on a regular basis in the primary language(s) of its workers. Suppliers must provide workers appropriate protective equipment and instructed on appropriate use, access to potable drinking water as well as adequate and clean sanitation facilities for male and female workers. Unreasonable limitations to workers' access to toilets, rest or lactation breaks by Suppliers are prohibited. If Supplier provides dormitories, they must be clean, well maintained, provide reasonable entry and exit privileges for workers and be

fully in compliance with all applicable safety regulations.

Working Hours, Wages and Benefits

Utz is committed to upholding applicable laws and collective bargaining agreements regarding working hours, wages and benefits for individuals employed throughout the supply chain. We require our Suppliers to work toward paying a wage that is at least equal to the applicable legal minimum wage and strives to be sufficient for workers to meet their basic needs and provide some discretionary income. Working hours reflect applicable legal norms and overtime hours are paid at the legally mandated premium or no less the ILO Convention 1 rate of one-and-one-quarter times the regular rate). Suppliers must ensure that work schedules and rest periods are consistent with applicable local legal requirements and do not negatively impact employees' health or safety. Temporary labor arrangements, including the excessive use of fixed-term contracts, labor-only contracting, sub-contracting, home-working or apprenticeship schemes, are not to be used by our Suppliers to avoid obligations to workers under labor or social security laws and regulations. Wages must be paid by Suppliers in a timely fashion in compliance with all legal requirements.

Child Labor

Utz does not tolerate any form of child labor in our supply chain and is committed to the elimination of the "worst forms of child labor," as defined by ILO Convention 138 & 182. Utz requires our Suppliers to prevent child labor in their own operations and encourages our Suppliers to participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain. Specific standards which with Suppliers must comply include:

- No individuals are hired under 15 years of age, or 14 years of age where local law allows and such exception is consistent with ILO Convention No. 138 & 182, or under the legal minimum age for employment in the country, whichever is greatest.
- Any employment of workers under the age of 18 does not interfere with schooling or vocational education or expose children to risks that can harm physical, mental or emotional development.

Non-Discrimination/Harassment

Utz does not tolerate any form of discrimination in the workplace. We are committed to diversity and inclusion in the work environment. Discrimination in the workplace that is based on the grounds of an individual's race; color; gender; age; national origin; religion; citizenship status; political opinion; marital status; sexual orientation; engaging in, or refraining from engaging in, protected union activity; gender identity; transgender status; physical or mental disability; protected veteran status; genetic information; pregnancy (including childbirth and related medical conditions, including medical conditions related to lactation); or other categories protected by applicable federal, state or local law goes against Utz's values and is strictly prohibited. Hiring and employment decisions, including those relating to compensation, benefits, promotion, training and development, discipline, and termination are based solely on the worker's skill, ability, experience and performance. Utz does not tolerate any form of disparate treatment in the workplace. All workers will be treated with dignity and respect and will not be subject to any form of unethical treatment, threats of violence, or other forms of physical, mental, or sexual harassment.

Grievance Mechanisms

Utz expects Suppliers to provide grievance mechanisms that are transparent, responsive, anonymous, unbiased and confidential to workers and other parties across the value chain. Workers must know of and have access to grievance mechanisms which allow for anonymous reporting. Reported concerns and violations are addressed in a timely manner and follow a clearly outlined process. Workers who speak up in good faith are protected from retribution, retaliation and reprisal. Utz will be notified if any concerns or violations are reported through the grievance mechanism that are in direct violation of this Supplier Code.

Forced Labor and Human Trafficking

Utz does not tolerate any form of involuntary, abusive or illegal labor in our supply chain such as forced labor or human trafficking. All forms of forced labor and human trafficking are prohibited including but not limited to any form of prison, slave, bonded or forced indentured labor. The recruitment, transportation, transfer, harboring or receipt of persons, by means of threat or use of force, coercion or other means, for the purpose of exploiting them is prohibited. In advance of employment, workers are provided accurate and understandable information about the basic terms of their employment clearly stating their rights and responsibilities as well as information on wages, hours and holidays. Workers are free to leave work and terminate their employment upon reasonable notice without penalty and employers must not retain any personal identification, travel documents or wages as conditions of employment. Job seekers and current employees are not charged or required to pay fees or deposits in order to gain or maintain their employment.

Collective Bargaining and Freedom of Association

Utz respects the rights of employees to freedom of association and collective bargaining across its operations and supply chain. Workers have the right to form, join or not join trade unions or other organizations of their choosing and collectively bargain without fear of discrimination, retaliation, harassment or intimidation. In cases where freedom of association is restricted by local law, alternative means of freedom of association will not be obstructed.

Program Management/Compliance

Suppliers ensure that adequate and effective management systems, policies, procedures, financial documentation and training are in place to ensure ongoing compliance with the Supplier Code. We reserve the right to request from our Suppliers information about the management of relevant issues outlined in the Supplier Code. Utz reserves the right to verify compliance with this Supplier Code through internal and external assessment mechanisms, such as self-assessment questionnaires, announced and unannounced on-site independent third- party audits, and worker well-being surveys. Such audits may inspect Suppliers' facilities, operations, books and records, and supplier-provided housing, and may include confidential worker interviews. If non-compliances are observed, the supplier will be required to take corrective actions and/or the relationship may be terminated by Utz.

Utz also reserve the right to request that Suppliers disclose information that may pertain to geographical location of facilities that produce any item supplied to Utz, origin of raw materials produced within their facilities and environmental performance indicators such as Greenhouse Gas emissions. Management of our Supplier Code of Conduct is the responsibility of the [Insert Title(s)] who reports to [Insert Title(s)]. Ultimate oversight for Global Responsible Sourcing resides with our Board of Directors and our Executive Leadership Team (inclusive of the CEO and the CEO's direct reports) who are briefed on an annual and bi-annual basis, respectively.

CONTACT

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