

ATTACHMENT A

SUPPLIER CODE OF CONDUCT

The Fresh Market (“TFM”) views our suppliers as an integral element of our business success and we strive to select suppliers who adopt strong ethical standards, conduct their respective operations in a manner that respects the rights of the individuals they employ, and demonstrate careful stewardship of the environment. As TFM expands its sourcing activities to meet our customers’ needs, we recognize that the selection of source locations and suppliers has an impact on our reputation and brand image. This Supplier Code of Conduct (“Code”) sets forth TFM’s expectations of its suppliers and allows TFM to appropriately select new suppliers and locations for procurement, as well as identify and resolve potential problems as they arise.

Labor

- (a) No Supplier may utilize involuntary labor of any type. This shall include, but not be limited to, forced, indentured, bonded or prison labor.
- (b) No Supplier may utilize child labor. For purposes of the Code, a “child” will be considered any person younger than (i) fourteen (14) years old; (ii) the minimum age for completing compulsory education; or (iii) the minimum age for employment, whichever is the highest.
- (c) Each Supplier must treat each of their employees and each of our employees with respect and dignity. As such, no Supplier shall subject any such employee to physical, sexual, verbal or other forms of harassment, coercion or abuse.
- (d) No Supplier shall subject any employees or applicants for employment to unlawful discrimination.
- (e) We expect our suppliers to pay each of their employees at least the minimum wage, and supply the minimum benefits, required by applicable laws.
- (f) Each Supplier shall comply with applicable health, safety and welfare laws, rules and regulations, and shall provide a safe workplace for their employees.

Environment

Each Supplier should strive to minimize impact on the environment from their operations and, at a minimum, must operate in compliance with applicable environmental laws, rules, regulations and ordinances.

Business Ethics

TFM expects each Supplier to conduct its respective business subject to high ethical standards. At a minimum, each Supplier must conduct business in accordance with all applicable laws, rules and regulations regarding business ethics, including those dealing with fair competition, anti-trust, bribery or other prohibited business transactions.

Compliance

TFM expects that each Supplier will cause their own suppliers and subcontractors to ensure that they also strive to meet the principles of this Code or an equivalent set of principles.

TFM expects that, where required by applicable law, each Supplier will maintain documentation reasonably necessary to evidence compliance with applicable laws, rules and regulations.