



FIESTA

FOOD + FACILITIES

SUPPLY CHAIN / PUBLIC ASSURANCE

SUPPLIER CODE OF CONDUCT

The food-safety, labour, integrity and environmental standards Fiesta expects throughout its supply chain.

FCS-SCM-COD-001

VERSION 1.0

APPROVED

APPROVED BY

Angesom Kidane
Founder & Managing Director

Effective 20 September 2026 / Next review 20 September 2027

DOCUMENT CONTROL

Supplier Code of Conduct

DOCUMENT CODE	FCS-SCM-COD-001
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DOCUMENT OWNER	Supply Chain Lead
APPROVED BY	Angesom Kidane - Founder & Managing Director
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PURPOSE AND PUBLIC SCOPE

Reliable food and facilities operations depend on responsible suppliers. This Code defines Fiesta's minimum expectations for suppliers, subcontractors, labour providers and their relevant upstream partners.

PUBLIC SCOPE NOTE	This Code supports supplier qualification and monitoring. Purchase orders and contracts define product specifications, service levels, payment terms and any additional site-specific obligations.
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CORE COMMITMENTS

01 Legal and licensed operations	02 Safe, authentic and traceable supply
03 Fair work and human dignity	04 Transparent improvement and correction

01

Legal compliance and business integrity

Suppliers must maintain the licences, registrations, tax records and permits required for their goods, services and workers. They must compete fairly, keep accurate records and reject bribery, fraud, collusion, facilitation payments and improper influence.

- Declare ownership links, conflicts of interest and use of agents relevant to Fiesta decisions.
- Do not substitute products, origins, specifications or subcontractors without authorization.
- Report suspected counterfeit, adulterated, stolen or unlawfully sourced goods immediately.

02

Food safety, quality and traceability

Food and food-contact suppliers must operate effective hygiene and food-safety controls appropriate to their risk. Products must meet agreed specifications and be protected during storage and transport. Traceability information must support prompt investigation, withdrawal or recall.

- Control contamination, allergens, pests, cleaning chemicals, foreign matter and temperature where relevant.
- Provide lot, date, origin, composition and certification evidence when specified.
- Notify Fiesta without delay of a safety concern, regulatory action, specification failure or recall.

03

People, labour and safe working conditions

Suppliers must provide lawful, safe and respectful work. Forced labour, child labour, trafficking, discrimination, harassment, retaliation and unlawful recruitment practices are prohibited. Working time, wages and benefits must comply with applicable requirements.

- Workers must have access to appropriate protective equipment, training, welfare and incident reporting.
- Identity documents must remain accessible to their owners.
- Workers may raise concerns without intimidation or punishment.

04

Environment and responsible resources

Suppliers should prevent pollution, reduce avoidable waste and use energy, water, packaging and natural resources responsibly. Food suppliers should support practical waste reduction without compromising food safety or legality.

- Comply with applicable waste, wastewater, emissions and hazardous-material requirements.
- Protect materials from spoilage and report meaningful environmental incidents.
- Provide environmental information reasonably requested for contract or due-diligence purposes.

05

Evidence, access and corrective action

Fiesta may use questionnaires, document review, product checks, performance data or risk-based site visits to assess conformance. Suppliers must provide truthful information and implement proportionate corrective actions within agreed timeframes.

- Serious or repeated breaches may result in suspension, disqualification or contract termination.
- Immediate risks to food, people or legality must be contained before normal supply resumes.
- Fiesta will deal fairly and pay according to agreed contractual terms.

06 / AUTHORITATIVE SOURCES

Reference basis

These links lead to an issuing institution or authoritative legal database. Confirm the current official text and its application before operational reliance.

Food and Medicine Administration Proclamation No. 1112/2019
Ethiopian Food and Drug Authority / OPEN SOURCE

General Principles of Food Hygiene CXC 1-1969
FAO/WHO Codex Alimentarius / OPEN SOURCE

Labour Proclamation No. 1156/2019
ILO NATLEX / OPEN SOURCE

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The approved public master is maintained at fiestacaterings.com/governance/supplier-code-of-conduct. Printed or downloaded copies should be checked against the current version before use.