

# Woods Hill Table Supplier Code of Conduct

Woods Hill Table, its subsidiaries and partners only deals with suppliers that comply with our Supplier Code of Conduct and the pillars of socially responsible and environmentally sustainable business.

## Social Equality

Woods Hill Table strongly believes in social equality and require that all purveyors follow the [International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work](#).

## Forced Labor

We understand the agricultural business requires manual labor and may require temporary employees. However we strictly prohibit our suppliers, their partners and their subsidiaries from using involuntary labor. We also require that our suppliers also do not require fees or the surrendering of identification as a condition of employment and that all their workers understand and agree to the terms of their employment.

## Child Labor

Children are never employed. Woods Hill Table, its subsidiaries and partners are against child labor. All employees are of legal age, which is 15 and older depending on location. Youth employees shall never be required to perform their jobs in hazardous conditions, during school hours or at night and employers must follow the Massachusetts guidelines for youth employment REGARDLESS of the location of the business:  
<https://www.mass.gov/working-under-18>.

## Fair Treatment and Anti-Discrimination Practices

All purveyors, their partners and subsidiaries must not discriminate against employees, regardless of gender, age, sexual orientation, race, disability, or background and addition must have a company policy stating as such. Furthermore all purveyors, their partners and subsidiaries must show that their employees must never be subjected to discriminatory practices or abuse of any kind including, but not restricted, to sexual harassment.

## Wages and Benefits

All employees of our purveyors, their subsidiaries and partners must be compensated with wages, overtime pay and work benefits that meet or exceed legally mandated minimum

standards. They receive their remuneration according to agreed pay schedules. Woods Hill Table and its subsidiaries and partners only deals with suppliers who guarantee compliance with applicable employment laws pertaining to work schedules, including mandatory rest periods and maximum work hours.

## Health and Safety

We put emphasis on the health and safety of everyone who works for us and our partners. It is very important that employees have work environments that are clean, safe and healthy. In the same way, we require our suppliers to conduct safety training for their workers. We believe that employees have the right to refuse unsafe working environments. Above par industry standards should be implemented in order to guarantee employee health and safety.

## Product Quality and Safety

Woods Hill Table, its subsidiaries and partners have outstanding reputation on serving the highest quality food and drinks with its customers. Purveyors, their subsidiaries and partners must then comply with the stated product quality and safety expected from the company. All supplies must be in compliance with applicable national and local laws especially when providing claims of Certified Organic, Certified GMO free, and Pasture Raised products and goods.

## Environmental Sustainability

We are conscious of our impact to the environment. Reducing our carbon footprint is one of our priorities. Our suppliers must strive to improve their processes and work towards the sustainable products and services.

Additional certifications and requirements are necessary for the following industries in order to work with Woods Hill Table, its subsidiaries and partners:

- Linens: Clean Green TRSA Certified: <https://www.trsa.org/certification/clean-green/>
- Uniforms: Clean Green TRSA Certified: <https://www.trsa.org/certification/clean-green/>
- Cleaning Detergents: SCS Certified Biodegradable: <https://www.scsglobalservices.com/>
  - This also applies to third-party cleaning companies.
- Pest Control: National Organics Program Standards  
<http://www.ams.usda.gov/AMSV1.0/NOP>
- Single-Use Products: All products must be compostable and there must be no coatings or chemicals used on products.
- Floral Arrangements: All flowers must be grown locally within 150 miles of the restaurant and without the use of pesticides/herbicides.

## GMO Free Products

All products with the intention of being sold as food by Woods Hill Table, its subsidiaries and partners must be GMO free without exception.

## Animal Welfare, Sourcing, Certifications and Definitions

### *Fish Purveyors*

- Farmed Salmon: Marine Stewardship Council Certified Certification
- Farmed Fish: ASC Farmed Responsibly Certified
- Farmed Freshwater Fish: Naturland Certified
- Mussels: ASC Farmed Bivalves Certified OR Naturland Certified OR Friend of the Sea Certified OR GAA BAP Farmed Certified
- Clams and Oysters: ASC Farmed Bivalve Certified
- Scallops: Hand Dived OR ASC Farmed Bivalve Certified OR Canada Organic Farmed Shellfish Certified
- Shrimp: Wild Caught OR ASC Farmed Shrimp Certified OR GAA 4 Star Farmed Shrimp Certified
- Wild Fishes: Marine Stewardship Council Certified
- Game Fishes: Monterey Bay Aquarium Rated Best Choice

### *Chicken and Poultry Purveyors:*

- Must be USDA Certified Organic
- Must be Certified Humane: <https://certifiedhumane.org/> OR Certified American Humane <https://www.americanhumane.org/> OR Certified <https://agreenerworld.org/certifications/animal-welfare-approved/>
- Farmers must not use “split” or “dual” systems, in which some animals or birds of one species are simultaneously kept in systems that do as well as systems that do not meet Humane standards.
- The use of birds from confinement and/or caged systems is prohibited.
- Indoor Coops must allow for 7.2 square feet per Animal
- Nesting Hens must be allowed 1.5 square feet indoors and access outdoors
- Must allow continuous outdoor access for all animals
- Continuous Darkness, 6 hours minimum, with exception of newly hatched chicks
- When averaged over their entire lives, the rate of growth of meat chickens allowed to grow naturally on an optimum ration must not exceed 0.088 lbs (40 g) per day.
- Beak trimming is only allowed in troubling cases of cannibalism and to prevent an aggressive chicken from injurious feather-pecking

- The use of goggles or other similar devices designed to reduce feather pecking is prohibited.
- All mutilations or physical alterations of poultry are prohibited. These include:
  - i. Debeaking (trimming may only be allowed as explained above)
  - ii. Declawing
  - iii. Despurring
  - iv. Detoeing and toe trimming
  - v. Hole punching
  - vi. Pinioning
  - vii. Notching
  - viii. Wattle trimming
  - ix. Comb trimming
  - x. Castration (caponizing)
- Any sick or injured animals on the farm must be treated immediately to minimize pain and distress. This must include veterinary treatment if required.
- The sub-therapeutic and/or non-therapeutic use of antibiotics, or any other medicines, to control or prevent disease or promote growth, is prohibited.
- Growth hormones or the use of any other substances promoting weight gain are prohibited.
- Animals treated with an antibiotic must not be slaughtered to produce meat for Woods Hill Table, its subsidiaries and partners before a period of time has passed that is at least twice the licensed withdrawal period of the antibiotic used.
- Animals must not be treated with any medications prohibited for food animal use.
- The primary methods of preventing parasite infestations must be ranging and foraging area management or rotation and bedding management and removal.
- Animals must have continuous access to forage to meet behavioral needs and to satisfy hunger.
- Feeding meat or animal by-products is prohibited, fish and aquatic products fed to poultry must come from sustainable sources. By-products of aquatic species caught or farmed for human consumption and/or those come from fisheries must have a valid certificate of sustainability e.g. MSC.
- All feed on the farms should be [Certified Non-GMO](#)
- Farms that are not seeking Certified Non-GMO accreditation should avoid genetically modified organisms (GMOs) or derivatives of GMOs, including GMO feed and veterinary and health care products containing GMOs or their derivatives as well as the growing of genetically engineered crops.
- In climatic conditions that do not pose a risk to bird welfare continuous daytime ranging and foraging area access is required for all birds from the age of four weeks onwards.
- Ranging and foraging areas should be used in rotation. Both extensive and rotational systems are permitted.
- The amount of outdoor area must be such that the health and welfare of the animals and ranging and foraging area quality is maintained.

- Ranging and foraging areas and the fencing that surrounds them must be designed and maintained so they do not pose a risk, or inflict injury on the animals.
- Animals must have access to ranging and foraging areas that are well drained and clean.
- Euthanizing chickens and game in a way that causes unnecessary pain or suffering is prohibited. Prohibited methods include:
  - i. Suffocation
  - ii. Penetration of the brain or spinal column without pre-stunning.
  - iii. Poisons
- Waste from on-farm slaughter, and the remains of animals that die or are euthanized on farm must be properly composted before it is applied to ranging and foraging areas.
- Ranging and foraging areas on which animals have been out-wintered or that are otherwise worn out or denuded must be restored.

### *Pork and Sheep*

- Must be USDA Certified Organic
- Must be Certified Humane: <https://certifiedhumane.org/> OR Certified American Humane <https://www.americanhumane.org/> OR Certified
- Farmers must not use “split” or “dual” systems, in which some animals or birds of one species are simultaneously kept in systems that do as well as systems that do not meet Humane standards.
- Any sick or injured animals on the farm must be treated immediately to minimize pain and distress. This must include veterinary treatment if required.
- Must allow continuous access for all animals
- If indoor facility is necessary must allow 12 Square foot per Animal
- No cages, including birthing cages are permitted
- The sub-therapeutic and/or non-therapeutic use of antibiotics, or any other medicines, to control or prevent disease or promote growth, is prohibited.
- Growth hormones or the use of any other substances promoting weight gain are prohibited.
- Non-therapeutic use of substances to induce estrus (heat) is prohibited.
- Animals treated with an antibiotic must not be slaughtered to produce meat for Woods Hill Table, its subsidiaries and partners before a period of time has passed that is at least twice the licensed withdrawal period of the antibiotic used.
- Animals must not be treated with any medications prohibited for food animal use.
- The use of organophosphates and other products with the same or a similar mode of action is prohibited.
- Euthanizing pigs in a way that causes unnecessary pain or suffering is prohibited. Prohibited methods include:
  - i. Electrocution

- ii. Suffocation
  - iii. Exsanguination without prior unconsciousness
  - iv. Poisons
- Pregnant sows must be kept in groups.
- Sows must not be placed into individual pens for farrowing for more than two weeks prior to the expected farrowing date.
- The sow and litter must have free access to a ranging and foraging area once the piglets reach the age of 21 days.
- Milk replacer containing antibiotics, growth promoters and/or any animal by-products aside from milk protein is prohibited.
- Immunocastration and other forms of chemical (synthetic or natural) castration or testosterone production limiting methods are prohibited.
- Forbids the use of Tail Docking
- Face Branding Prohibited
- Forbids clipping, grinding or filing of the needle teeth of piglets
- Removal of boar's tusks is prohibited unless performed with a surgical wire by a trained individual
- Nose ringing of pigs is prohibited, except in cases for one septum nose ring is needed to prevent a sow from damaging soil structure, causes environmental pollution, or comprise the welfare of her litter.
- Cutting/notching with a knife is prohibited
- Feeding meat or animal by-products is prohibited,
- All feed on the farms should be [Certified Non-GMO](#)
- Farms that are not seeking Certified Non-GMO accreditation should avoid genetically modified organisms (GMOs) or derivatives of GMOs, including GMO feed and veterinary and health care products containing GMOs or their derivatives as well as the growing of genetically engineered crops.
- Animals must have continuous access to forage to meet behavioral needs and to satisfy hunger.
- Ranging and foraging areas should be used in rotation. Both extensive and rotational systems are permitted.
- The amount of outdoor area must be such that the health and welfare of the animals and ranging and foraging area quality is maintained.
- Ranging and foraging areas and the fencing that surrounds them must be designed and maintained so they do not pose a risk, or inflict injury on the animals.
- Animals must have access to ranging and foraging areas that are well drained and clean.
- Waste from on-farm slaughter, and the remains of animals that die or are euthanized on farm must be properly composted before it is applied to ranging and foraging areas.
- Ranging and foraging areas on which animals have been out-wintered or that are otherwise worn out or denuded must be restored.

- When pigs are at risk of heat stress, wallows or sprinklers, in combination with natural or artificial shade, must be provided.
- Any ranging and foraging enclosure area provided for pigs must offer separate dunging, feeding, wallowing and foraging areas.
- Each adult pig must have at least 700 sq. ft. of space.
- Confinement systems, in-house or field-based pens or cages that restrict the pigs' natural behaviors, are prohibited.
- Liquefaction of manure and liquefied manure handling systems are prohibited.
- All animals must be protected from predators.
- If other guardian animals are used they must be suitable for guardian duties.
- The use of poisons against predators is prohibited.
- All snares and leg hold traps against predators are prohibited.
- If live trapping is not possible or is not successful then as a last resort lethal control of specific animals may be carried out when these are causing an immediate threat to farm livestock.
- Licensed rodenticides placed such that non-target species have no access to them may be used for the control of rats or mice.

## *Beef Cattle*

- Must be USDA Certified Organic
- Must be Certified Humane: <https://certifiedhumane.org/> OR Certified American Humane <https://www.americanhumane.org/> OR Certified
- Farmers must not use "split" or "dual" systems, in which some animals or birds of one species are simultaneously kept in systems that do as well as systems that do not meet Humane standards.
- Any sick or injured animals on the farm must be treated immediately to minimize pain and distress. This must include veterinary treatment if required.
- All beef cattle must be 100% pasture raised
- All beef cattle but be grass-fed except when in winter months they may be fed a diet of organic hay.
- Feedstuffs are prohibited from having the following:
  - i. Mammalian or avian-derived proteins - except milk and milk products
    - Milk replacer containing antibiotics, growth promoters and/or any animal by-products aside from milk protein is prohibited.
  - ii. Anything containing growth promoter
  - iii. No antibiotics including:
    - Ionophores
    - Coccidiostats
    - Anything designed to promote growth or feed efficiency.
- Antibiotics can be used in individual cattle only therapeutically for disease treatment as directed by a veterinarian.

- The sub-therapeutic and/or non-therapeutic use of antibiotics, or any other medicines, to control or prevent disease or promote growth, is prohibited.
- Growth hormones or the use of any other substances promoting weight gain are prohibited.
- Non-therapeutic use of substances to induce estrus (heat) is prohibited.
- Animals treated with an antibiotic must not be slaughtered to produce meat for Woods Hill Table, its subsidies and partners before a period of time has passed that is at least twice the licensed withdrawal period of the antibiotic used.
- Animals must not be treated with any medications prohibited for food animal use.
- The use of organophosphates and other products with the same or a similar mode of action is prohibited.
- Handling pens must be of non-slip materials or of smooth concrete with grooves.
- Partially Roofed Shelters must be:
  - i. Effective shelter against wind
  - ii. Dry and comfortable during wet conditions
  - iii. Thermoregulation during winter months when necessary
    - A one or two-sided structure with a roof can provide shelter to cattle during periods of intense cold. Structures should be built with the open sides facing south or east (depending on prevailing winds) to maximize effects of solar radiation during the winter.
- Must provide Windbreaks for pasture raised cattle. Windbreaks can consist of natural tree belts, fences, or manmade structures that are strategically placed to block prevailing winds. Natural geographic features such as hills or canyons may be used in pasture range grazing conditions.
- Must provide Sunshades for pasture raised cattle, artificial or otherwise. In particularly hot summer conditions water systems must be used to provide adequate cooling for cattle.
- Confinement is prohibited as our guests demand 100% pasture raised products. Exceptions regarding confinement are as follows:
  - i. For the duration of any examination, routine test, blood sampling, veterinary treatment
  - ii. While being fed on any particular occasion
  - iii. For the purpose of marking, washing or weighing
  - iv. While accommodations are being cleaned
  - v. During artificial insemination
  - vi. Or prior to be loading/during transportation
- Bull pens must be sited to allow visual, audio, and aromas of other cattle and general farm activity.
- Bull pens Individual accommodation for an adult bull of average size must include a bedded sleeping area and loafing area.
- Euthanizing Beef Cattle in a way that causes unnecessary pain or suffering is prohibited. Prohibited methods include:
  - i. Electrocution



- ii. Suffocation
  - iii. Exsanguination without prior unconsciousness
  - iv. Poisons
- Use of electric prods is strictly prohibited except in the extreme circumstance where human or animal safety is in jeopardy.
- Immunocastration and other forms of chemical (synthetic or natural) castration or testosterone production limiting methods are prohibited.
- Face Branding Prohibited.
- All feed on the farms should be Certified Non-GMO
- Farms that are not seeking Certified Non-GMO accreditation should avoid genetically modified organisms (GMOs) or derivatives of GMOs, including GMO feed and veterinary and health care products containing GMOs or their derivatives as well as the growing of genetically engineered crops.
- Animals must have continuous access to forage to meet behavioral needs and to satisfy hunger.
- Ranging and foraging areas should be used in rotation. Both extensive and rotational systems are permitted.
- The amount of outdoor area must be such that the health and welfare of the animals and ranging and foraging area quality is maintained.
- Ranging and foraging areas and the fencing that surrounds them must be designed and maintained so they do not pose a risk, or inflict injury on the animals.
- Animals must have access to ranging and foraging areas that are well drained and clean.
- Waste from on-farm slaughter, and the remains of animals that die or are euthanized on farm must be properly composted before it is applied to ranging and foraging areas.
- Ranging and foraging areas on which animals have been out-wintered or that are otherwise worn out or denuded must be restored.
- Liquefaction of manure and liquefied manure handling systems are prohibited.
- All animals must be protected from predators.
- If other guardian animals are used they must be suitable for guardian duties.
- The use of poisons against predators is prohibited.
- All snares and leg hold traps against predators are prohibited.
- If live trapping is not possible or is not successful then as a last resort lethal control of specific animals may be carried out when these are causing an immediate threat to farm livestock.
- Licensed rodenticides placed such that non-target species have no access to them may be used for the control of rats or mice.

## Dedication to Environmentally Friendly Packaging

Styrene, a component of polystyrene, is a known hazardous substance classified by the National Toxicology Program (NTP). As a human carcinogen and as a non biodegradable or compostable product Woods Hill Table, its subsidiaries and partners explicitly forbid the use of polystyrene packaging for any product used by the restaurant.

To decrease waste and protect marine life in local waterways Woods Hill Table, its subsidiaries and partners explicitly forbids the use of single-use plastic bags packaging for any product used by the restaurant. This does not apply to the following bags due to the nature of the products and necessity of their packaging:

1. Bags used to contain or wrap frozen goods
2. Bags used to contain goods that necessitate a plastic protective bag for shipping regulations.
3. Bags used to contain goods that are packaged loose for bulk.

## Further Environmental Considerations

Woods Hill Table, its subsidiaries and partners is committed to protecting and respecting our environment. We expect our Supplier(s) to follow all applicable environmental laws, regulations, and standards. This includes requirements for chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits, and environmental reporting.

Suppliers must have their own environmental management system, including goals to reduce environmental impact, and minimize waste, emissions, energy consumption, and the use of materials of concern, reporting, and training.

## Supplier Responsibility

Purveyors, their subsidiaries and partners, including contractual employees and agencies, are expected to comply with our Supplier Code of Conduct. Compliance with all governing laws and standards is a must when working with Woods Hill Table, its subsidiaries and partners. Any conflict with the law or non-compliance with this code results in the termination of any arrangement or agreement with the partner including any debts surrounding the product(s) that fail to follow these agreed upon terms.

I \_\_\_\_\_ (representative name) representative of \_\_\_\_\_  
(company name) hereby acknowledge that I have read, understand and agree to the terms of this document relating to supplier responsibility and services rendered towards Woods Hill Table, its subsidiaries and partners.