



CAMBODIAN RICE FEDERATION ETHICAL CODE OF CONDUCT

I. Preamble

1.1 The Cambodian Rice Federation Ethical Code of Conduct is enshrined in the 8 Shared Core Values and key principles that all its members had adopted and accepted to abide by in all their dealings with all their stakeholders, whether as buyers, suppliers, partners, employees or communities.

1.2 As Cambodia has become a net exporter of rice to the global market, our buyers expect us to fulfill stringent obligations in terms of the quality of the products and the service that we provide, notwithstanding the respect of the social and environmental aspects in our value chain. It is in this respect that this Ethical Code of Conduct comes into play to support the fulfillment of our Vision and Mission Statement.

1.3 This Ethical Code of Conduct does not take precedence over any national laws but is intended to set a standard of conduct where all Members are expected to observe both in the spirit and to the letter.

1.4 Any Member found to have acted contrary to any provisions of this Ethical Code of Conduct or in breach of it, shall be subjected to disciplinary actions which include suspension or removal from CRF membership. Such disciplinary actions will be publicly published.

II. Our Vision

“To Consistently Provide the Best Competitive Quality Rice to the World”

III. Our Mission Statement

“ We shall achieve our Vision by relentlessly dedicating and pledging ourselves to improving the productivity of our farming and milling techniques, lowering the costs of our export processes, upholding within the framework of an industry wide ethical code of conduct that values Honesty, Transparency, Pragmatism, Results, Speed, Unity, Impact Investing and Benefits to All Members while maintaining the highest ethical standard in all our dealings with all the stakeholders to protect the long term quality, reputation and sustainability of the Cambodian Rice Brand.”

IV. Our 8 Shared Core Values

Our 8 Shared Core Values represent ethical values and work principles that drive all actions of the members, staff and leaders of the Cambodian Rice Federation.

These ethical values and work principles are:

Honesty

We will not say, do or declare anything that is not true or misleading. We believe that the end does not justify the means and that two wrong do not make one right. We also believe that ignorance of the law is no excuse for breaking the law.

Transparency

We will disclose all information to all members and stakeholders on real time basis.

Pragmatism

All our actions will be driven by practical considerations and we shall avoid any complicated and time-consuming approach to any given issue.

Result-Oriented

All our strategies, policies and actions will be strictly result-oriented.

United

We will remain united in achieving our common goals and avoid being divisive in words and deeds.

Speed

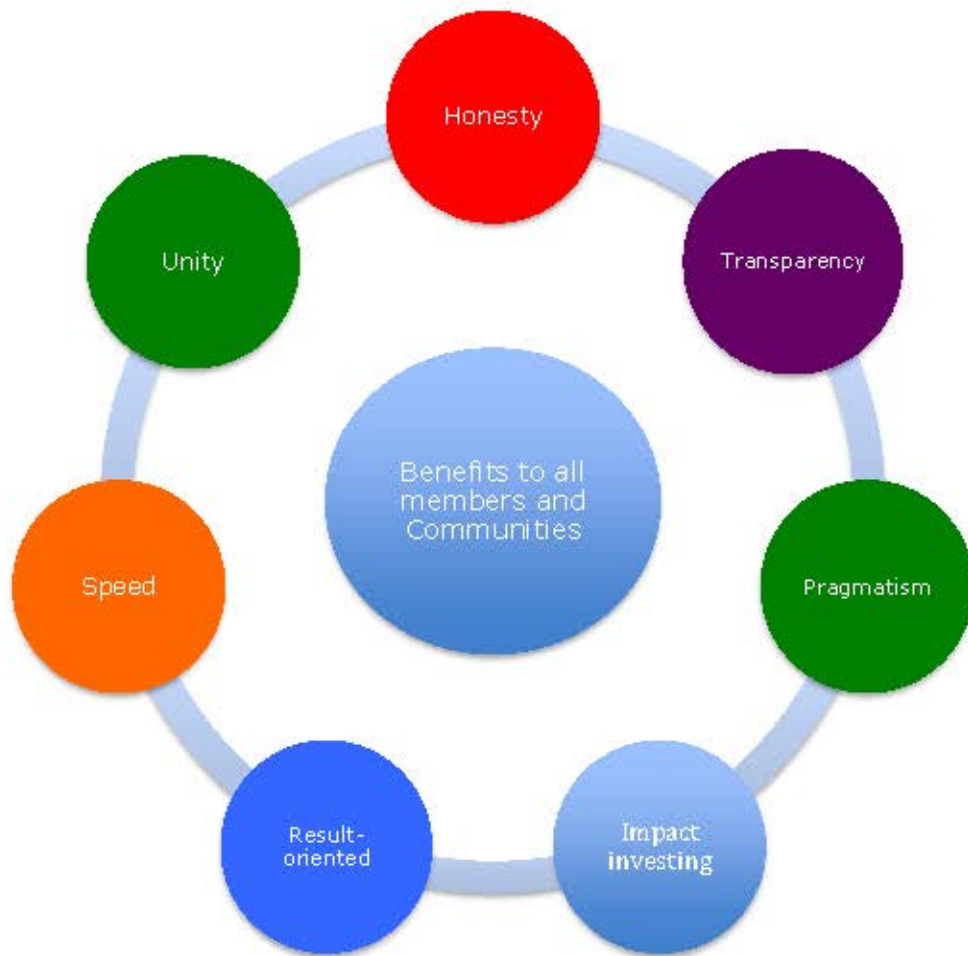
We will not procrastinate our decision-making as time is money.

Impact Investing

All our actions will respect our social and environmental responsibilities in the rice industry value chain.

Benefits to All Members and Communities

All our actions will have to benefit all our members and the communities we are working with.



4.1 CRF Members are reminded of their obligation under the Articles of Association to further the objectives, interests and influence of the Association to the best of their ability.

4.2 CRF Members are reminded to comply with industry Best Practices, the laws & regulations relating to the merchandising, inspection, grading, weighing, storing, handling and shipment.

4.3 CRF Members are responsible for any acts of their employees' and/ or sub-contractors and/or suppliers, who may be representing them, which are contrary to any provisions of this Ethical Code of Conduct.

4.4 CRF members are committed to keep their words, as "My Word is My Bond".

V. Enforcement

5.1 Any members found breaching the moral values of this Ethical Code of

Conduct in his or her business transactions shall be subject to sanctions. The key moral values are Honesty, Transparency, Impact Investing and Benefits to All Members and the Communities.

5.2 Sanctions against members shall be carried out by a Disciplinary Committee which shall be composed of 6 (six) members of the Board. The 6 members of the Disciplinary Committee shall be selected through a random lucky draw for each case.

5.3 The Disciplinary Committee shall have a hearing to allow the defendant to explain himself or herself with substantiated evidence.

5.3 Depending on the severity of the breach and the evidence, the Disciplinary Committee shall decide to either issue a verdict of "Not Guilty", a "Warning", a "Suspension of Membership" for a limited time or a "Membership Cancellation".

Name

Position

Company

Address