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Owner
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Menigo's Supplier and Product requirements

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1. Introduction and scope

These requirements are addressed to all suppliers who supply goods to Menigo Foodservice AB and its subsidiaries (hereafter referred to as "**Menigo**"). The requirements constitute a minimum level and apply in addition to applicable legislation.

Menigo is part of Sysco. Suppliers of Menigo's own brand products are therefore also covered by Sysco Europé Product Standards and Supply Requirements Own Brand Food

The Supplier is obliged to immediately inform Menigo if any changes occur during the term of the agreement that result in any requirement no longer being fulfilled, or if conditions/information are significantly changed.

2. Legal requirements and guidelines

Products supplied to Menigo must be safe and do not pose any risk to human health, the environment or safety. All products must comply with applicable EU and national legislation in the areas of quality, health, environment and social responsibility. It is the supplier who is responsible for ensuring compliance with the legislation it is affected by and, when necessary, reporting to the relevant authority.

Products must also comply with the latest version of:

- [Menigo's Quality and Environmental Policy](#)
- [Menigo's Guidelines for Sustainable Business Practices](#)

3. General Supplier Requirements

- Menigo's suppliers are fully responsible for compliance with all contractual terms including appendices and agreed product specifications.
- The supplier must ensure that corresponding requirements are imposed on its subcontractors.
- The supplier must be able to inform about all facilities where final production takes place for products delivered to Menigo on request.

3.1 Quality Management

Food suppliers must have a documented self-monitoring system based on HACCP (Hazard Analysis Critical Control Points) and work systematically with risk assessment.

- Suppliers and producers must use established quality management systems and be certified according to an approved standard*. Exceptions can be made for small suppliers or when no relevant certification exists.
- All production must take place in accordance with established relevant standards.

*GFSI (Global Food Safety Initiative) -approved standard or IP Foods. GFSI or ISO 9001 for non-food.

3.1.1 Suppliers of Menigo's Private Label Products (PL)

The supplier must comply with the Sysco Food Safety program.

- Suppliers of food, food contact consumables and restaurant equipment that should not be washed before use must be certified according to a GFSI approved standard, BRC/FSSC 22,000/IFS Food Higher or equivalent.
- Suppliers of non-food contact consumables and restaurant equipment that must be washed before use must be at least certified according to ISO 9001 or equivalent. GFSI certified suppliers will be prioritized.
- If external warehouses or other third-party actors are used for interim storage of PL products, these must be certified according to GFSI-approved standard.
- Primary producers of fresh and processed vegetables and fruit must come from Global GAP (the Global Partnership for Good Agricultural Practice), IP Sigill Fruit & Vegetables or equivalent.
- The supplier must continuously send a copy of the valid certificate to Menigo.

3.2 Human rights and working conditions

The supplier must have systematic and quality-assured processes for social responsibility in place, where risks in the value chain are identified, followed up and addressed. Menigo strives for transparency in the supply chain down to the cultivation level.

- Primary producers of fresh and processed vegetables, fruit and berries* must be certified according to a standard that ensures good working and production conditions. IP Sigill, IP Working Conditions, Global GAP incl. GRASP or equivalent.

Migrant workers

- Suppliers that have migrant workers in their supply chain must ensure fair conditions for pickers/workers, including costs related to recruitment (contact details, employment contracts, visas, travel, etc.), as well as ensure working conditions and wages in accordance with the laws of the country.
- The supplier must be aware of what the conditions look like for all contracted pickers and have full transparency in its value chain to be able to answer questions about the above.
- Berry companies in Sweden should strive to introduce the Employers Pays Principle (EPP) with a requirement that it is implemented by 2028.

3.2.1 For suppliers of Menigo's Private Label Products:

- If any step in the supply chain and/or if any primary ingredient used is produced/grown in a high-risk country according to *the Worldwide Governance Index* (worldwide.org), the following is required:
 - Ethical certification (SA8000) or ethical audit (e.g. BSCI/SMETA 4-pillar or equivalent). In addition, a corrective action plan must be implemented.
 - For PL, the provider is required to have membership in SEDEX.

3.3 Environment

- The supplier must be environmentally certified, e.g. ISO 14001 or have documented active environmental work with environmental policy, environmental goals and follow-up of its significant environmental impact.
- In our value chains, no raw materials from deforested areas or natural ecosystems that have been transformed after 2020 should be included.
- The supplier must contribute to reducing the climate footprint along the entire value chain in order to contribute to the Paris Agreement (the 1.5-degree target).

3.4 Fraud

- The supplier shall ensure that products delivered to Menigo are genuine, correctly labelled and not linked to any fraud. Menigo has the right to carry out random sampling and follow-up checks.
- The supplier shall be able to prove its work against food fraud through documentation and traceability upon request.

3.5. Traceability

- The supplier must be able to demonstrate an effective traceability system. All products, down to the smallest sellable unit, must be traceable to the plant and the time of manufacture via at least batch code and/or date marking on the product.
- All products must have full traceability, one step backward and one step forward in the chain in accordance with EC Regulation 178/2002 for food and 1935/2004 for restaurant equipment and consumables or later relevant legislation.

3.5.1 For suppliers of Menigo's Private Label products

- The supplier must have full traceability, one step backwards and one step forward in the chain and be able to complete traceability within 2 hours. Supporting documents must be

able to be reported after 4 hours.

3.6 Deviation and incident management

- The supplier should have processes in place to identify and effectively manage incidents, including contingency planning to enable business continuity in the event of major incidents that may affect the business.
- The supplier must assist Menigo with information and documentation in investigations of incidents and deviations. Root cause analysis and corrective actions should be shared with Menigo on request.

3.7 Product recall

- The supplier must have a documented recall procedure that is tested at least annually.
- The supplier is obliged to notify Menigo immediately, and certainly no later than the next working day, if there is a suspicion of a product or health risk.
- Costs incurred in connection with investigations, recalls or stock stoppages are charged to the supplier.
- If a product needs to be recalled, Menigo must be notified immediately in accordance with the instructions on menigo.se
- Root cause analysis and corrective actions shall be promptly shared with Menigo upon request

3.7.1 For suppliers of Menigo's Private Label products

- Suppliers to Menigo must test their own product recall routine at least twice a year.

3.8 Defects and complaints

The Supplier is liable for direct damage caused by the Supplier or its subcontractors.

- Defects in products are defined as not being produced in accordance with what is stipulated in the agreed Product Specification or other specific agreements between the Parties.
- Defects in products are also defined if quality, storage, temperature, shelf life, documentation, labelling, packaging, transport, handling or similar deviation if product does not correspond to what applies according to the agreement.
- In the event of deviations in deliveries and defects in products, Menigo has the right to return these and claim compensation for damages, costs and expenses.
- If there is a need to recall a product or packaging, and/or a need for a sales ban or supplementary product information to avoid personal injury or property damage, the Supplier shall reimburse Menigo for all costs and expenses for these measures, including logistics costs, as well as for the value of the goods concerned. The Supplier shall consult with Menigo regarding such needs as may arise from the Supplier's side.

3.9 The National Agency for Public Procurement's sustainability criteria (UHM)

- Menigo has the right to take part in supporting documents that form the basis for the sustainability criteria that are posted on DABAS for the product. Menigo does not only approve supplier declarations, but requires additional verifications, such as medical records, legal references, analyses or certifications. The verifying documents must be valid, relevant and clearly describe how the criteria are met and can be shared without exception and delay upon request.
- Menigo has the right to share the above information with its customers.

3.10 Supplier follow-up

- Suppliers undertake to be transparent towards Menigo and any selected third parties (e.g. auditors) in order to identify, prevent and remedy any negative consequences linked to product safety, human rights and the environment.
- Menigo shall have the opportunity to carry out audits under its own auspices or by a hired third party in the event of suspicion of a crime. The inspection can be pre-announced or unannounced, and this applies to all stages and premises in the supply chain. Menigo may carry out inspections to verify compliance with standards, legal requirements and guidelines. Examples of verification are physical visits, audits, obtaining documentation, analysis results or other verifications.
- Receipts must be available and can be presented to Menigo without delay upon request.
- If there is any ambiguity, Menigo may, in consultation with the supplier, require further analyses at the supplier's expense.

4. Product-specific requirements

4.1. Labelling and origin

Menigo strives for openness and transparency regarding the country of origin of its raw materials and products.

- For all products sold by Menigo, it must be possible to provide information on request.
- It is the supplier's responsibility to ensure that the prescribed labelling is available on the products delivered to Menigo.
- Labelling of foodstuffs must be carried out in accordance with the applicable legislation (Information Regulation 1169/2011/EC and other relevant legislation).
- The Swedish Board of Agriculture's marketing standards must be followed when relevant.
- Non-food products should be labelled with the country of manufacture.
- Products that are classified as toxic, highly toxic or corrosive must have child-resistant closure. Products that are classified as harmful, toxic, highly toxic or corrosive must have warning labels that are recognizable to the visually impaired.
- Products labelled Free *from* must be reported to the National Food Agency in accordance with national legislation. Underlying receipts such as analyses must be shared with Menigo.
- Only health and nutrition claims that are authorized by law may be indicated on packaging. Menigo advocates *the Food Industry's and the grocery trade's industry guidelines for "Allergy and other hypersensitivity" in the handling and labelling of food.*

4.1.1 For suppliers of Menigo's Private Label Products

For Menigo's private label products, it must be possible to state the origin of all ingredients to Menigo, and the information must be reported on the label and web system.

- For meat ingredients, information on where the animal was born/hatched, reared, slaughtered and processed (where relevant) should be provided.
- For other animals, information must be provided about where the animal was born, where the product was produced, e.g. milked, laid and where the raw material was processed.
- Plant ingredients refer to the origin where the plant was harvested.
- It must be possible to label the main raw materials with origin.
- All ingredients (including processing aids and carry-over additives) must be declared in the product specification including quantity in %.
- Menigo's own branded products must be labelled according to Sysco Brand Guidelines.

4.2. Value added labelling

- If a product has a third-party certified value-added label such as EU organic/KRAV, MSC/ASC, Fairtrade, Svanen, a valid certificate must always be presented at Menigo's request. In the event of changes to the product's labelling, Menigo must be notified of this without delay.

4.3 Antimicrobial substances

- If antimicrobials are present, e.g. medicines used to prevent and treat infections in humans, animals, plants such as antibiotics, antiviral drugs, Menigo should be informed.
- Menigo's ambition is to exclude these substances if not necessary for the product's properties.

4.4 Packaging materials

4.4.1. Food contact materials

- Food contact materials intended to come into contact with food must comply with EU Regulation 1935/2004, Regulation (EC) No 2023/2006 on Good Manufacturing Practice (GMP) or later relevant legislation. For plastic packaging, EU Regulation 10/2011 or other relevant legislation must be complied with.

4.4.2 Producer responsibility and packaging material design

- Packaging materials must be designed so that they can be recycled in Sweden in accordance with the regulation (2022:1274) on producer responsibility for packaging and be labelled with sorting information.
- Packaging material and design of packaging must be adapted to the product to minimize environmental impact; unnecessary filler material must be avoided.
- According to legislation, the supplier must be affiliated with a producer responsibility organization or otherwise be able to prove that its material is disposed of in another acceptable manner.

4.4.3 Declaration of Compliance (DoC)

- Valid DoC should be sent to Menigo upon request. The supplier must ensure that substances in packaging materials, printing inks and adhesives cannot migrate into food.

4.4.3.1 For suppliers of Menigo's Private Label products

- For PL and goods imported by Menigo, a valid DoC must be sent to Menigo before product launch and in the event of an update.
- The supplier must specify the type of material and weight for packaging material to comply with the regulation regarding producer responsibility.
- If migration analyses and specifications are not included in the DoC, migration analyses for food contact materials and material specifications must be submitted to Menigo prior to product launch.

4.5. Substances of very high concern in packaging materials

- Packaging material must not contain substances on the REACH Candidate List in concentrations above 0.1% per substance. The content is calculated on each individual part of a product or package.
- The use of substances in products or packaging that appear on the Candidate List shall be excluded within 12 months. During the transition period, Menigo shall be informed so that registration for affected products can take place in the SCIP database. The supplier is obliged to update Menigo if changes occur.
 - The requirements also includes subjects listed on the SIN list (chemsec.org).
- Products that are not eco-labelled must be inspected for the impact of the constituent substances on the environment and health.
- The supplier is obliged to update Menigo if changes occur.

4.5.1 Highly volatile substances (PFAS)

- PFAS/PFC substances should not be used in products or packaging materials.
- If PFAS/PFC substances are still included, the supplier must provide Menigo with a phase-out plan.

4.5.2 Polyvinyl Chloride (PVC)

- PVC should not be used in products or packaging materials.
- If PVC is still included, the supplier must provide Menigo with a phase-out plan.

4.5.3 Bisphenol

- Menigo does not allow according to Bisphenols after July 20, 2026 according to EU Regulation 2024/3190.
- If Bisphenols are included as a substance in a package or article intended to come into contact with food or skin, the supplier must provide Menigo with a phase-out plan.

4.5.4. Antimicrobial substances

- Menigo's ambition is for these to be phased out if not necessary for the product's properties.
- If antimicrobials are present in a package or product, the supplier must provide Menigo with a phase-out plan.

5. General requirements for food

- Ingredients in products must be risk assessed based on pathogens, toxins, heavy metals, foreign objects, allergens and other contaminants
- Analyses must be carried out based on risk assessment and carried out by an accredited laboratory.
- Irradiated ingredients must be labelled in accordance with SLVFS 2000:46.

5.1 Genetically modified organisms (GMOs)

- Suppliers must ensure that correct information is obtained regarding products that are subject to the EU's respective Swedish legislation on GMOs.
- In cases where GMOs are present in a product, these must be labelled in accordance with current legislation in EU and Swedish legislation.
- For Menigo's private label products, GMOs are not allowed.

5.2 Risk crops

Menigo is a member of the Swedish Platform for Risk Crops. The verifications that are acceptable are specified on the platform.

- If the requirements are met, the supplier must be able to verify and notify Menigo.
- If the requirements are not met, Menigo must be informed of a transition plan.

5.2.1 Palm tree

By December 2025, all palm oil and palm kernel oil, including fractions and derivatives, used as an ingredient in the product must be cultivated more sustainably through third-party certification according to the current list of accepted standards for more sustainable palm oil established by the Swedish Platform for Risk Crops.

- Certificates must be provided upon request.
- The requirement applies to both the Supplier's trademarks and Menigo's own branded products.

5.2.2 Soya

- By December 2025, soy included as an ingredient in the product, or indirectly via feed used in the production of animal-based raw materials, must be cultivated more sustainably through third-party certification according to the current list of accepted standards for more sustainable soy established by the Swedish Platform for Risk Crops.
- Certificates must be provided upon request.
- The requirement applies to both the Supplier's trademarks and Menigo's own branded products.

5.2.3 Coffee, tea and cocoa

- Coffee, tea and cocoa must either be certified according to KRAV and/or EKO as well as Fairtrade, Rainforest Alliance or Fair for Life.
- Alternatively, the supplier must, upon request, be able to account for full transparency throughout the value chain down to the grower level/cooperative.
- The requirement applies to both the Supplier's trademarks and Menigo's own branded products.

5.3 Additives

- Additives must be used restrictively, and if they are included, provide an obvious benefit to customers, such as improving nutritional value, food safety, appearance or taste, and only when there is a need.
- No coloring agents of any kind are allowed in staple foods, such as butter, milk, cereals, flour, sugar, meat, fish, fruit and vegetables.
- All ingredients must be declared so that customers can make an informed decision.
- In foods aimed at children, AZO colors are not allowed.
- Menigo's private label products do not allow AZO paints.

6. Animal-based ingredients

6.1 Animal welfare

All suppliers must comply with Menigo's [Guidelines for the purchase and sale of products of animal Origin](#) to ensure good animal welfare and responsible antibiotic use.

Menigo only provides free-range eggs. Our position includes both fresh eggs and processed eggs (boiled, fried, liquid, powdered).

For Menigo's Own Brands, the requirement also applies to ingredients in composite products.

6.2 Fish and seafood

All suppliers of seafood must comply with Menigo's [Guideline for the purchase and sale of seafood](#) to ensure long-term sustainable fishing and aquaculture.

6.3 Antibiotics

All suppliers must comply with Menigo's Guidelines for the purchase and sale of animal products to ensure sustainable antibiotic use.

6.3.1 For suppliers of Menigo Private Label Products

Menigo agrees with the industry agreement from the Swedish Grocery Trade Association and Axfoundation, the following criteria must be followed by suppliers and subcontractors for all products with animal products

- I. Antibiotics should not be used for growth-promoting purposes.
- II. Antibiotics should only be used on prescription by a veterinarian and should be approved for use in animal husbandry in accordance with the Codex.
- III. There must be detailed documentation of all use of antibiotics, including via feed and water. The responsible veterinarian must regularly review and sign the documentation. Data on the use of antibiotics should be available on request by actors in the supply chain.
- IV. If antibiotics are used regularly in all animals in a certain age category, the reasons for this must be documented, an investigation must be carried out by a veterinarian and an action plan to counteract health problems must be developed and applied
- V. The use of colistin, fluoroquinolones and third or fourth generation cephalosporins – antibiotics that are particularly important for human health care – should only take place when a veterinarian assures that no other treatment options are effective.

In order to actively prevent and reduce the use of antibiotics, a health plan with routines for preventive health care and reduced spread of infection must be in place and followed. The plan will focus on strategic preventive animal health work, including infection control and animal welfare. Further information on which procedures the health plan should be covered by can be found in: The question battery.

6.4 Salmonella

- Products covered by the salmonella guarantee must be accompanied by a printed salmonella certificate attached to the delivery in accordance with 1688/2011 (or later relevant legislation).

6.5 Endangered animals

- Meat from endangered animals according to the IUCN Red List of Threatened Species or the Swedish Species Information Centre may not be sold.

7. Vegetable raw material

7.1 Pesticides

- The supplier must comply with EU Regulation 396/2005 and national legislation regarding pesticides, and it is the supplier's responsibility to ensure that documentation is provided that proves legal levels of pesticide residues.
- The supplier is responsible for ensuring that relevant legislation for pesticides is complied with.
- Hazardous pesticides according to *the List of hazardous pesticides* (latest edition, svenskdagligvaruhandel.se) are not allowed in cultivation or post-treatment.
- Analysis confirming legal levels of pesticide residues should be provided on request should be carried out regularly by accredited laboratories.

7.2 Irrigation

- When using irrigation water that does not maintain drinking water quality, there must be a documented risk analysis according to Global GAP that shows that the irrigation method and water quality do not affect the quality and food safety of the crop in question.
- Chlorine must not be used as a pretext for good hygiene practices when handling food. However, chlorine can be used in low doses in exceptional cases to minimize the risk of contamination by microorganisms.

7.3 Post-harvest treatment

- Onions should only be treated with maleic hydrazide during the growing period and treated onions should only be sold after February 1 on the seasonal harvest.

7.3.1 For suppliers of Menigo Private Label Products

- For Menigo's private label products, chemical plant protection products that are fungicides may not be used to treat fresh or chilled table potatoes and/or root vegetables after harvest.
- If other chemical plant protection products are used as a post-harvest treatment for Menigo's private label products, Menigo must be informed.

8. Non Food

The requirements below include consumables and equipment, such as kitchen tools and textiles. These are partly general requirements that apply to all products, and partly specific requirements for materials such as plastic.

- Products intended to come into contact with food must comply with EU Regulation 1935/2004, Regulation (EC) No 2023/2006 on Good Manufacturing Practice (GMP) or later relevant legislation. For plastic packaging, EU Regulation 10/2011 must be complied with.
- Products must be labelled in accordance with current legislation.
- Equipment and consumables must comply with existing laws and standards for product safety.
- Single-use plastic materials must be labelled in accordance with Regulation 2020/2151
- Suppliers of electrical/electronic products must be included in the Swedish systems for producer responsibility. Products that include electricity connections shall be CE-marked. All electronic products must have an crossed-out wheelie bin and information about the responsible producer of the product.

8.1 Recycling

- According to legislation for the product, suppliers must assume their current producer responsibility by being affiliated with the material company applicable to the product or being able to prove that their material is disposed of in another acceptable manner.

8.2 Declaration of Compliance (DoC)

- For food contact materials, the Supplier must be able to present a Declaration of Compliance (DoC) upon request.

For suppliers of Menigo's Private Label products

- For PL and imported goods, a valid DoC must be sent to Menigo before product launch and in the event of an update.
- The supplier must specify the type of material and weight for packaging material to comply with the regulation regarding producer responsibility.
- If migration analyses and specifications are not included in the DoC, migration analyses for food contact materials and material specifications must be submitted to Menigo prior to product launch.

8.3 Chemicals of very high concern

- Products and packaging must not contain substances on the REACH Candidate List in concentrations above 0.1% per substance. The content is calculated on each individual part of a product or package.
- The use of substances in products or packaging that appear on the Candidate List shall be phased out within 12 months, during the transition period, Menigo shall be informed so that registration for affected products can take place in the SCIP database. The supplier is obliged to update Menigo if changes occur.
- If product contains CMR (Carcinogenic, Mutagenic and reprotoxic) substances, the supplier must inform Menigo.
- Heavy metals and flame retardants may not be used in electrical and electronic equipment according to EU Regulation 2011/65 or later relevant legislation.
- Products that are classified as toxic, highly toxic or corrosive must have a child-resistant closure. Products that are classified as harmful, toxic, highly toxic or corrosive must have warning labels that are recognisable to the visually impaired.
- Products that are not eco-labelled must be inspected for the impact of the constituent substances on the environment and health.

8.3.1 Highly volatile substances (PFAS)

- PFAS/PFC substances should not be used in products.
- If PFAS/PFC substances are still included, the supplier must provide Menigo with a phase-out plan.

8.3.2 Polyvinyl Chloride (PVC)

- PVC should not be used in products.
- If PVC is still included, the supplier must provide Menigo with a phase-out plan.

8.3.3 Bisphenol

- Menigo does not allow according to Bisphenols after 20th of July 2026, according to EU Regulation 2024/3190.
- If Bisphenols are included as a substance in a package or article intended to come into contact with food or skin, the supplier must provide Menigo with a phase-out plan.

4.5.4. Antimicrobial substances

- Menigo's ambition is for these to be phased out if not necessary for the product's properties.
- If antimicrobials are present in a package or product, Menigo should be informed for a phase-out plan