

SUPPLIER CODE OF CONDUCT

Coffee is a value chain and a livelihood for millions of people. At Sucafina our vision is to be *the leading sustainable Farm to Roaster coffee company in the world* and our purpose is to *create opportunities to improve lives*. Our Human Rights Policy commits to respecting human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and adheres to the principles set out in the United Nations Guiding Principles on Business and Human Rights, and Human Rights and the International Finance Corporation's Performance Standards.

We consider our suppliers' sustainability as a fundamental prerequisite for building successful business relationships. Therefore, we expect our suppliers and business partners to enforce the following expectations throughout their supply chain by adopting efficient management systems, policies, procedures, and training.

HUMAN RIGHTS

Suppliers are required to respect the human rights of their workers, their sub-suppliers, local communities, and other individuals affected by their business operations, in line with international human rights standards mentioned above and comply with Sucafina's Human Rights Policy, which specifies their roles and obligations. They are expected to implement or participate in prevention and mitigation measures based on the human rights risks and impacts identified in their activities.

CHILD LABOR

Sucafina does not tolerate any form of child labor in our supply chain. Suppliers are responsible for not allowing any form of child labor in their business activities and in the activities of their supply chain. We encourage our suppliers to participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain, as stated in our Human Rights Policy.

FORCED LABOR AND HUMAN TRAFFICKING

Suppliers must not use forced or compulsory labor. Sucafina does not tolerate any form of abusive or illegal labor in our supply chain such as forced labor or human trafficking. We require that all labor in our supply chain be voluntary and that workers are allowed freedom of movement. All forms of forced labor and human trafficking are prohibited including but not limited to any form of slave, bonded, or forced indentured labor, as stated in Sucafina's Human Rights Policy.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers must respect the right of workers to associate freely, form and join workers organizations of their own choice, seek representation, and to bargain collectively, as permitted by and in accordance with the applicable laws and regulations. In cases where freedom of association is restricted by local law, alternative means of freedom of association will not be obstructed.

NON DISCRIMINATION

Suppliers shall guarantee equal treatment and provide an inclusive working environment to all of their employees. We are committed to diversity and inclusion in the work environment. Discrimination in the workplace that is based on the grounds of an individual's race; color; gender; age; national origin; religion; citizenship status; political opinion; marital status; sexual orientation; engaging in, or refraining from engaging in, protected union activity; gender identity; transgender status; physical or mental disability; genetic information; or pregnancy (including childbirth and related medical conditions, including medical conditions related to lactation) goes against Sucafina's commitment and is strictly prohibited.

WORKER HEALTH AND SAFETY

Sucafina requires that all suppliers' workers be provided with a safe and healthy working environment. Workers have the right to refuse and report unsafe or unhealthy working conditions regardless of role, title or responsibility. Workers must be trained on the appropriate occupational health and safety

policies and procedures on a regular basis and in the local language. Workers will also be provided with appropriate protective equipment and instructed on appropriate use of it.

LAND RIGHTS

Sucafina is committed to following the principles of Free, Prior, and Informed Consent (FPIC) for property or land negotiations. All forms of land grabbing are prohibited. Our suppliers will not operate on grabbed land. We will not knowingly conduct any business with a supplier operating on grabbed land.

ENVIRONMENT

We are committed to reducing our environmental impact across our supply chain and to supporting sustainable operational and agricultural best practices. Suppliers shall be compliant with applicable environmental laws and regulations and shall use resources in an efficient and sustainable way as they strive to improve their impact on biodiversity, climate change, and water scarcity. Suppliers are also encouraged to improve their energy efficiency by minimizing their energy consumption and greenhouse gas emissions.

RESPONSIBLE CHEMICAL MANAGEMENT

Suppliers are expected to identify and manage chemicals to ensure their safe handling, storage, use, recycling, and disposal. It is also expected that all suppliers will use the recommended chemicals including fertilizers, pesticides, and herbicides for their day-to-day farm use and not use chemicals that have been prohibited globally.

GRIEVANCE MECHANISM

All suppliers' workers are expected to undergo specific training on [Speak Up](#), Sucafina's grievance and whistleblowing mechanism. Individuals or community groups should have easy access to [Speak Up](#) to raise concerns and complaints about the activities of Sucafina and its subcontractors, with the option of doing so anonymously.

To submit a complaint, simply go to the [Contact](#) page on the homepage of group.sucafina.com.

BUSINESS ETHICS

Sucafina is committed to conducting business ethically and lawfully in countries where we operate across our supply chain. We will do business with suppliers and business partners who demonstrate a strong commitment to ethical behavior. All business relationships and transactions by the companies in the supply chain must enforce applicable laws and be conducted with the utmost integrity and honesty, including in particular: responsible sourcing, anticorruption, privacy & confidentiality, financial responsibility, fair competition, conflict of interest, whistleblowing protection, and non-retaliation.

APPROVED BY: SUCAFINA GROUP ESMS COMMITTEE

SEPTEMBER, 2023