

## BEYERS KOFFIE SUPPLIER CODE OF CONDUCT

Coffee is a value chain and a livelihood for millions of people. At Beyers Koffie our vision is to be the leading sustainable private label coffee roaster in Europe. As part of the Sucafina Group, 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 the International Finance Corporation's Performance Standards.

We consider our suppliers' sustainability as a fundamental prerequisite for building successful business relationships. Therefore, this Supplier Code sets forth expectations, requirements, policies, procedures, guidelines, operational standards, and codes of conduct applicable to our suppliers and business partners.

### BUSINESS ETHICS

Beyers Koffie 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 conform to local laws and be conducted with the utmost integrity and honesty including in particular: responsible sourcing, anti-corruption, privacy & confidentiality, financial responsibility, fair competition, conflict of interest, whistle-blowing protection, & non-retaliation.

### HUMAN RIGHTS

Suppliers are required to respect the human rights of their workers, 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

Beyers Koffie does not tolerate any form of child labor in our supply chain. Children under the age that is defined as the minimum permissible working age by the laws that apply at the work location must not be employed at any level of the supply chain. [The ILO Conventions](#) No. 138 and No. 182 must be observed. If ILO Convention No. 138 has not been ratified in a reference country, the minimum age for admission to employment is nevertheless based on ILO Convention No. 138.

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. Beyers Koffie does not tolerate any form of abusive or illegal labor in our supply chain. All work must be voluntary, and workers must be free to leave their employment without coercion, restriction of movement, or the withholding of identity or travel documents. 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 Beyers Koffie's commitment and is strictly prohibited.

Suppliers must ensure that any decision about hiring; wages and benefits; promotions; training opportunities; work assignments, and termination are not based on the discriminatory factors mentioned above.

## WORKERS' HEALTH AND SAFETY

Beyers Koffie 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, including emergency evacuation procedures prior to employment and then on a regular basis in the primary language(s) of its workers. Workers will also be provided with appropriate protective equipment and instructed on appropriate use.

## GRIEVANCE MECHANISM

As Beyers Koffie is part of the Sucafina Group, all suppliers' workers are expected to be informed about [Speak Up](#), a grievance and whistleblowing mechanism from the Sucafina Group. Individuals or community groups should have easy access to Speak Up to raise concerns and complaints about any activities related to the Sucafina Group, including Beyers Koffie 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](http://group.sucafina.com).

Furthermore, all suppliers are encouraged to have their own in-house, anonymous, and grievance mechanism in place.

## LAND RIGHTS

Beyers Koffie 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. We will not knowingly conduct any business with a supplier operating on grabbed land or any contentious land.

## ENVIRONMENT

We are committed to reducing our environmental impact across our supply chain and to supporting sustainable operational and agricultural best practices. Suppliers are as well expected to minimize environmental impact through sustainable practices, responsible sourcing, zero deforestation, and efficient use of resources. Suppliers shall use resources in an efficient and sustainable way as they strive to improve their impact on biodiversity, climate change, and water scarcity as well as pursuing efforts to reduce their environmental impact in areas relevant to their business and value chain, such as greenhouse gas emissions, energy, water, deforestation, waste, and packaging. Moreover, suppliers shall be compliant with any applicable environmental laws and regulations.

## RESPONSIBLE CHEMICAL MANAGEMENT

Suppliers are expected to identify and manage chemicals to ensure safe handling, storage, use, recycling, and disposal. All products supplied must comply with EU legislation concerning contaminants and pesticide residues when entering the EU market and not use chemicals in any stage of the production process that have been prohibited.

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