

Union Code of Conduct Version 3 sets the minimum standard that we ask our suppliers to respect and adhere to. These standards are at the heart of Union Direct Trade.

Document Details							
Purpose of document	To set the standard for Ethical and Sustainable Trade						
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Approved by							

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3.1	Up-date	December 2023						
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1.1	First version	2003						

A Spanish translation of this Code is available. The English version shall always prevail in case of any discrepancy or inconsistency between. English version and its Spanish translation.

Scope of Union Code of Conduct

Union Code of Conduct Version 3 applies to all coffee producers we source from. The code covers any type of production facility (farm, central processing stations).

Whilst Union Code of Conduct covers the beginning of the supply chain, downstream participants are expected to share the responsibility for sustainability. This includes supporting and incentivizing the efforts of coffee producers to introduce, maintain and go beyond these baseline principles across all dimensions, as well as promoting equitable trading and sourcing practices.

Coffee producers should use this code as the standard to which their practices should comply.

Managers of producer groups should use this code as a reference to understand where each individual producer is regarding baseline sustainability practices and identify areas for individual or group improvement.

Exporters, Traders and Importers should use this code as a reference for corporate sustainability strategies, responsible sourcing and origin programs, and for their commitments on responsible/sustainable sourcing.

Compliance

All Practices reflect a minimum baseline threshold of sustainability. However, for mainstream coffee production and in particular for smallholders, some of these expected outcomes might not yet be in place. Under these circumstance continuous improvement is essential.

Continuous improvement requires that where the expected outcomes are not met, a time-bound action plan to meet the baseline level of sustainability is implemented and monitored.

Four Practices are highlighted as Critical; elimination of the worst forms of child labour, elimination of forced labour, no deforestation, and no use of prohibited pesticides. These are recognized hotspots by the sector in terms of severity and immediacy of impacts. If these practices are found, they are to be stopped immediately.

Structure

Union Code of Conduct is organized around three dimensions of sustainability: economic (prosperity), social (people) and environmental (planet), recognizing that these dimensions are interrelated and interdependent. We also use the terms, quality of business, quality of life and quality of coffee.

Under each dimension there are Principles, Practices and Expected Outcomes.

Each Principle describes an objective or ambition and is broken down into Practices.

The Practices are the actions to be implemented to meet the Principles and achieve the overall aim.

The Expected Outcomes are a further breakdown of the Practices. The outcomes are measurable results that serve different purposes depending on the users.

Whether an Expected Outcome is applicable to individual smallholders, to holders of larger farms (e.g. not smallholders, or multi-site) or Groups (e.g. formal or informal, organized under cooperative, resource manager, government, input provider, trader) is shown under the applicability columns.

References

Union Code of Conduct Version 3 references the Ethical Trading Initiative Base Code and to International Labour Organization Conventions.

The third version of this standard also closely aligns to "The coffee Sustainability Reference Code". Other references might be taken from United Nations Guiding Principles on Business and Human Rights, The Sustainable Development Goals and common coffee certification and verification programs.

Glossary

Group An organised body of persons or enterprises that share similar characteristics are part of a shared internal management system and, for assessment purposes, are considered as a single unit.

Producers Mean all male and female coffee farmers, and holders of land of all sizes.

Smallholders Mean producers who primarily rely on family labour and/ or a workforce exchange with other members of the community to carry out their coffee activities. As a rule of thumb coffee holdings should be smaller than 30 hectares.

Worker Unless explicitly stated, workers mean all workers: permanent, seasonal, part-time, piece rate, migrant and 3rd party contractors, female and male.



HAND-ROASTED COFFEE

Union Code of Conduct Version 3 Issued December 2023

ECONOMIC PROSPE	RITY		Producers can achieve better productivity and quality and					
			improve their inco	ome from coffee, co	ontributing to their			
			economic prosperity	y and sharing the bene	efits with all involved			
			in coffee production	n including women and	d youth.			
PRINCIPLES		_	Business Manageme	ent				
			Agricultural Service	S				
			Business Integrity					
CONTRIBUTING								
TO:	1 NO POVERTY	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INCOUNTIES	12 RESPONSIBLE CONSUMPTION			
		~7	7		AND PRODUCTION			

1	BUSINESS MANAGEMENT	All Producers have knowledge about the practices they need to implement for productivity, sustainability, diversity, equity, inclusion, resilience and profitability.			Applies to		
				Individual smallholder	Group	Estate	
1.1	Producers commit to Union Direct Trade	1.1.1	Producers accept announced and unannounced audits	٧	٧	٧	
		1.1.2	Producers appoint a contact person for all Union Direct Trade matters		٧	٧	
		1.1.3	Producers inform sub-contractors, workers, members about the standard	٧	٧	٧	
		1.1.4	Producers identify which requirements in the Code of Conduct you may be at risk of not complying with.	٧	٧	٧	
1.2	Producers have training and skills development to apply techniques for good agricultural practices (GAP), and those relating to post-harvest handling, good management, and quality.	1.2.1	Producers are aware of Good Agricultural Practices (GAP) as defined by applicable national programs/standards, post-harvest handling practices, good management and quality practices that can be implemented at farm level.	٧		٧	
		1.2.2	Producers are aware of the quality parameters of coffee beans (e.g. moisture content, physical defects, maximum residue limits).	٧		٧	
		1.2.3	Producers and workers are trained on good agricultural practices, post- harvest and handling practices and quality practices.		٧	٧	
		1.2.4	Producers belonging to groups are trained on good management practices including good corporate governance.		٧		
		1.2.5	Producers implement these practices.	٧		٧	
1.3	Producers maintain records for planning and decision making.	1.3.1	Producers have records of main costs and income from coffee. Smallholders that are not able to maintain records are aware of their yields and main costs (such as labour and/or inputs) and income (for example the price at which they have been selling coffee).	٧		٧	
		1.3.2	Producers are aware of all their income and costs beyond coffee and including off-farm activities. This information provides a basis to identify gaps between total income and Living Income Benchmarks as they become available.	٧	٧	٧	
1.4	Producers support diversity, equity, inclusion through participation and development opportunities for all in coffee farming and management.	1.4.1	Producers have a plan and implement measures to support participation and access to opportunities for all involved in farming and management.		٧	٧	

1.5	Producers have a documented set of procedures, processes and policies to ensure they can achieve a baseline level of sustainability.	1.5.1	An internal inspection system is in place that includes at least a periodic self-assessment against baseline level of sustainability		٧	٧
	baseline level of sustainability.	1.5.2	Producers and workers are aware of baseline practices of sustainability, in particular those related to Critical Practices and Human Rights.	٧		٧
		1.5.3	Producers and workers being impacted negatively by the business activities and operations can raise complaints without being negatively affected		٧	٧
		1.5.4	The Group maintains a complete and up-to-date list of all its members and their basic data: i.e. name, gender, coffee area in hectares, coffee production potential per year in bags or kilos, location in GPS polygon* with exceptions to polygon for farms less than 4 ha.		٧	٧
		1.5.5	As of December 2024 all farms and group are compliant with Regulation (EU) 2023/1115 on deforestation-free products (the Regulation).		٧	٧
		,				
1.6	Producers engage in continuous improvement in farming practices (yield, quality and GAP).	1.6.1	Producers have a locally adapted and time-bound action plan to meet baseline level of sustainability.		٧	٧
		1.6.2	Plans are regularly reviewed, progress assessed and plans adjusted as needed to drive continuous improvement		٧	٧
	1	<u> </u>	1			

2	AGRICULTURAL SERVICES	or age	ducers have access, without discrimination (e.g. as to gender), to services, inputs and information to enable improved ctivity and quality.	Ap	o	
				Individual smallholder	Group	Estate
2.1	Producers have access to extension services, inputs and finance.	2.1.1	Extension services are supporting producers towards better productivity, quality and profitability. Inputs (e.g. for planting, soil improvement or pest management), equipment (e.g. Personal Protective Equipment (PPE), farm tools) and finance are available.	٧	٧	V
		2.1.2	A training policy and schedule based on identified needs is developed and addresses any barriers to access.		٧	٧
2.2	Pricing is transparent. Producers have access to market information and prices reflecting quality	2.2.1	Producers are informed about local prices and price mechanism according to the quality of the coffee.	٧	٧	٧
	from independent sources. (e.g. radio, member meetings, display of information)	2.2.2	Producers receive prices that reflect the quality of their coffee.	٧	٧	٧

3	BUSINESS INTEGRETY	All Pro	ducers conduct their business ethically and with transparency	Ар	plies t	0
				Individual smallholder	Group	Estate
3.1	Producers comply with relevant legal and regulatory requirements.	3.1.1	Producers comply with relevant legal and regulatory requirements.	٧	٧	٧
3.2	All Producers have legal and legitimate right to use the land.	3.2.1	Producers have legal or customary rights to the land for farming or processing.	٧	٧	٧
3.3	There is no fraud, corruption, bribery and/or extortion.	3.3.1	A policy for ethical conduct is in place and implemented in all business operations and transactions.		٧	٧
3.4	Coffee is traceable.	3.4.1	The physical coffee and associated product documentation can be traced back to the immediate supplier or farmer and forwarded to the next buyer	٧	٧	٧

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Union Code of Conduct Version 3 Issued December 2023

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SOCIAL WELLBEING			Producers and worke	ers employed in coffe	e enjoy their rights			
			and decent working	conditions. Families	engaged in coffee			
			farming also benefit,	as well as their comn	nunities.			
PRINCIPLES			Right to childhood					
			Human Rights					
			Working conditions					
CONTRIBUTING								
TO:	1 NO POVERTY	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES			
		0 40	~7	7				

4	RIGHT TO A CHILDHOOD	Childre	Children have the right to childhood and education				
				Individual smallholder	Group	Estate	
4.1	Children under the age of 15, under the minimum age for work or the age of completion of compulsory	4.1.1	Children under the age of 15 (or legal school age) attend school.	٧	٧	٧	
	education are not employed. Child labour does not include children helping their parents on their own farm, provided that working does not jeopardize their	4.1.2	Children below the age of 18 years are not engaged in work which could jeopardize their health, safety or morals. (Worst forms of Child Labour ILO 182).	٧	٧	٧	
	schooling or health. ILO 182, 184 and 138.	4.1.3	Children's participation in work is only accepted as part of light family work, outside school hours for children below 15 years old, and they are not performing hazardous work.	V	>	٧	
	UN Convention on the Rights of the Child (CRC), 1989						
	ETI Base Code No child labour						

5	HUMAN RIGHTS		ers and workers enjoy their rights, and international ds on human rights are upheld.	Ар	plies t	0
	Long in the control of the control o					Estate
5.1		5.1.1	There is no discrimination, particularly based on race, colour, gender, sexual orientation, disability, marital status, family obligations, age, religion, political opinion, union or worker's representative bodies, national extraction ethnic or social origin or any other condition that could give rise to discrimination, in: recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement or other activities.	٧	٧	٧
		5.1.2	All workers receive equal treatment in terms of hiring, remuneration and benefits, access to training and promotion.	٧	٧	٧
		5.1.3	Workers are free from violence and harassment or abusive treatment, including gender-based violence.	٧	٧	٧

2	Workers voluntarily and freely choose employment	5.2.1	Workers can leave their workplaces and/or living quarters provided by the employer.	٧	٧	١
3	ILO 29, 105.	5.2.2	Identity or travel documents, salary/money or other assets belonging to workers are not retained by the employer.	٧	٧	١
	ETI Base Code No Forced Labour	5.2.3	The levying of recruitment fees on workers for employment and migration is prohibited, whether internal or cross-border.	٧	٧	,
		5.2.4	Workers are not subject to debt bondage. For example, where they are forced to work for an employer in order to pay off their own debts or those they have inherited. This can also include purchasing schemes for food, accommodation and/or transport managed by the employer when the costs exceed local market rates.	٧	٧	١
		5.2.5	Employment is not conditional on the employment of the spouse. Spouses have the right to work elsewhere.	٧	٧	V
.3	Producers and workers have the freedom of association (ILO 87, 98). ETI Base Code	5.3.1	Producers and workers are free to form and join independent organizations to protect and enhance their interests (e.g. federations, associations, farmer groups and trade unions and labour organizations for workers).	٧	٧	\
	Freedom of Association and the Right to Collective Bargaining	5.3.2	Representatives of producers or workers have access to the information and resources necessary to carry out their functions.		٧	,
		5.3.3	Representatives of producers or workers are not discriminated nor adverse actions taken against them.		٧	,
		5.3.4	Regular consultations between employers and authorised workers' representatives concerning working conditions, remuneration, dispute resolution, internal relations and matters of mutual concern relating to workers are taking place.	٧	٧	,
		5.2.5	Results of collective bargaining apply to all workers		٧	١
.4	Land and water rights acquisition is with free, prior and informed consent (FPIC) of affected people.	5.4.1	Land and water rights acquisition is carried out with free, prior and informed consent of affected people with legal land use rights including those who claim traditional land use rights, especially indigenous people.	٧	V	,

6	WORKING CONDITIONS	Worker	Applies t			
				Individual smallholder	Group	Estate
6.1	Workers receive understandable information about their employment conditions and are aware of their rights.	6.1.1	Workers understand their employment conditions and have written contractual agreements. Oral agreements are acceptable if allowed by national law.	٧	٧	٧
		6.1.2	Contractual agreements are respected.	٧	٧	٧
		6.1.3	Workers know their rights, duties and benefits (e.g. social security, maternity leave).	٧	٧	٧
6.2	Working hours comply with national laws/international conventions and/or collective bargaining and overtime work is remunerated. ETI Base Code:	6.2.1	Regular working hours of workers and employees are limited to 48 per week or less if provided by national law. For some specific jobs, e.g. security, more than 48 hours per week may be acceptable if specifically allowed by national law.	٧	٧	٧
	Working hours are not excessive	6.2.2	Overtime is voluntary (consent) and paid according to national law. Required overtime is allowed if under extraordinary conditions, agreed to and/or negotiated in the Collective Bargaining Agreement (CBA).	٧	٧	٧
		6.2.3	Workers enjoy at least one free day following six consecutive days worked as well as public holidays and annual leave.	٧	٧	٧
		6.2.4	If third party labour agencies are used, they are licensed and operate legally. Third party labour agencies must demonstrate they are licensed and operating legally. The contracting agency must ensure that hiring and working conditions for migrant and seasonal workers also comply with local labour requirements.			٧

6.3	6.3 Wages comply with existing national minimum wages or sector agreements including seasonal and piece rate workers.		Wages comply with existing national minimum wages or sector agreements including seasonal and piece rate workers.	٧	٧	٧
	ETI Base Code: Payment of a living wage	6.3.2	Seasonal and piece rate workers receive the same benefits as regular workers (e.g. housing, food, transport, hygiene) as applicable.	٧	٧	٧
		6.3.3	Wages increase over time to reduce the gap with living wages.	٧	٧	٧
6.4	A safe and hygienic working environment shall be provided	6.4.1	Work environment risks and hazards are identified, monitored and minimized.			
	ETI Base Code Safe and hygienic working conditions		Working areas are well-ventilated and any dangerous areas are sign-posted.	٧	٧	٧
	ILO 110 Plantations Convention, 1958	6.4.2	Procedures and equipment to minimize risks and ensure healthy and safe working conditions and practices (e.g. in relation to pesticides, machinery and heavy loads) are known, implemented and monitored.		٧	٧
		6.4.3	Workers are trained regularly on occupational, health and safety practices.	٧	٧	٧
		6.4.4	Monitoring of healthy and safe working conditions is carried out, including, for example, pesticide exposure, pesticide poisoning and other work-related health and safety issues. Smallholders that do not have a documented health and safety program are aware of the main risks and implement measures to address them, such as personal protection, covering open wells and safety guards on machinery	٧	٧	٧
		6.4.5	Workers have access to potable water.	٧	٧	٧
		6.4.6	Toilet and handwashing facilities are clean and accessible to workers	٧	٧	٧
		6.4.7	Workers have protective equipment and safe usage training.	٧		٧
		6.4.8	Hygiene instructions are visibly displayed at work sites.			٧
		6.4.9	First aid is available on site	٧		٧
		6.4.10	Pregnant women are prohibited from dangerous work.	٧		٧
6.5	Accommodation, where provided, is clean, safe, and meets the basic needs of the workers.	6.5.1	Where needed, housing is provided by the employer that is clean, safe, and meets the basic needs of the workers.			٧
	ETI Base Code					
	Safe and hygienic living conditions	6.5.2	The housing is made from appropriate construction materials, safe from hazards and pollution, providing			
	ILO 110		adequate shelter.			٧
	Plantation Convention, 1958					

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	Union Code of Conduct Version 3 Issued December 2023								
ENVIRONMENT PRINCIPLES			Producers protect and restore natural resources includin biodiversity, soil and water, are better able to adapt to climat change and are remunerated for environmental services provided to society. Biodiversity						
T KINCH LES			Pest and Weed Mar Resource conservat Pollution prevention Climate	ion					
CONTRIBUTING TO:	1 NO POVERTY	6 CLEAN WATER AND SANITATION	12 RESPONSELE CONCUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 UFE ON LAND				

7	7 ENVIRONMENT		Maintain a healthy and balanced ecosystem through practices that protect and promote biodiversity			0
				Individual smallholder	Group	Estate
7.1	Natural forests and ecosystems are protected from	7.1.1	There is no loss of natural forest after 1 January 2014 (or			
	conversion or degradation whether legal or not (no deforestation or conversion) after 1 January 2014 (or earlier).		earlier) as a result of: 1) conversion to agriculture or other non- forest land use; 2) conversion to a tree plantation; or 3) severe and sustained degradation.	٧		٧
		7.1.2	Areas that are assigned as legal reserve, conservation area or otherwise secured by law are protected.	٧		٧
		ı				
7.2	Conservation of biodiversity, including protected or endangered native flora and fauna and soil biota is supported.	7.2.1	Up-to-date maps of the farm or farm area are available, including production areas, forests, water bodies and buildings. Boundaries are identified with GPS.		٧	٧
		7.2.2	No hunting or extraction of endangered species of animals and plants is practiced.	٧		٧
		7.2.3	Producers implement conservation practices as per applicable national GAP programs/standards.	٧		٧
		7.2.4	No use of genetically modified (transgenic) organisms (GMO), and varieties in coffee production.	٧		٧
		7.2.5	There are no animals held captive for the purpose of animal processed coffee	٧		٧
		7.2.6	All animals on the farm either used to support coffee production (carrying) or held for security (dogs) or consumption purposes should be in healthy conditions and correctly managed with welfare standards suitable for that animal	٧		٧

8	PEST & WEED MANAGMENT		pest and weed management practices that minimise pesticide d prevent health and environmental harm.	Applies to		
				Individual smallholder	Group	Estate
				l	1	1
8.1	Integrated pest, weed and disease management strategies are adopted, and use of pesticides is	8.1.1	Integrated pest management (IPM) techniques and measures are developed and being implemented.	٧		٧
	minimised and recorded.	8.1.2	Highly Hazardous Pesticides in use are identified and records are kept of all pesticides used, including application doses and dates.	٧		٧
		8.1.3	Training on IPM is provided to producers and workers and locally relevant guidance is available on non-pesticidal methods for controlling coffee pests, weeds and diseases management		٧	٧
8.2	Pesticides and other hazardous chemicals are stored.	8.2.1	Draducers and workers handling or applying posticides and	l	1	
8.2	applied and disposed of, in the least hazardous manner for human health and the environment.	8.2.1	Producers and workers handling or applying pesticides and other agricultural inputs are trained in correct handling (including application, storage and disposal).	٧		٧
		8.2.2	Use, storage and waste disposal of pesticides and other agricultural inputs is in line with agronomic recommendations and applicable legislation.	٧		٧
		8.2.3	Producers and workers handling pesticides and other agricultural inputs wear personal protection equipment. In the case of smallholders, hazard awareness is being raised and personal protection measures are being implemented	٧		٧
8.3	The use of agrochemicals meets all relevant legal requirements, including national and international treaties on highly hazardous and banned pesticides. Prohibited pesticides are not used and use of Phase-Out list pesticides is reduced.	8.3.1	Pesticides on the Prohibited List are not used. This includes pesticides that are: 1) Listed under the Stockholm Convention, Rotterdam Convention or Montreal Protocol, or which meet the criteria of the Conventions and are recommended for inclusion by the Conventions' respective Chemical Review Committee. OR 2) In one of the three most acutely toxic classifications via ingestion, skin contact or inhalation, or known carcinogens, classified by national or international agencies. Further details on the criteria and the detailed list of pesticides can be found in Annex Pesticides Lists.	٧	٧	٧
		8.3.2	Use of pesticides in the Phase-Out List are reduced and phased out by 2030, if feasible. This includes pesticides that are classified by national and international agencies in the categories of: 1) Chronic hazard, including probable carcinogens, known endocrine disruptors, known reproductive toxins or known mutagens. OR 2) Environmental hazard (highly toxic to bees, OR two or more of bioaccumulation, persistence, high toxicity to aquatic organisms) Further details on the criteria and the detailed list of pesticides can be found in Annex Pesticides Lists.	٧	٧	٧

9	RESOURCE CONSERVATION		Soil quality and water sources are maintained or improved.	Ар	plies t	0
				Individual smallholder	Group	Estate
		•				
9.1	Soil is protected from erosion by adequate soil conservation measures.	9.1.1	Producers have knowledge of techniques* to prevent soil erosion and the relevant techniques are implemented. *For example: following contours with operations for soil preparation, using cover crops and placing wind breaks.	٧	٧	٧
		9.1.2	Producers have knowledge of techniques* to maintain and control soil quality (physical, chemical and biological) and the relevant techniques are implemented. *For example: precision farming, residue management, contour tillage, grass waterways, nitrogen-fixing plants, green manures and agro-forestry techniques.	٧	٧	٧
9.2	Soil fertility is maintained and improved.	9.2.1	Soil and/or leaf analysis is undertaken and documented.		٧	٧
		9.2.2	Practices to increase fertility are in place, e.g. use of cover crops, soil is covered with leaf litter or organic mulch, (coffee) by-products available at farm level, composting, reducing soil acidity, planting shade trees and/or boundary plants, intercropping practices.	٧		٧
		9.2.3	The application of synthetic fertilizer following agronomic recommendations, is documented and if feasible reduced over time.	٧		٧
9.3	Water resources are conserved and used efficiently (quantity).	9.3.1	Water sources have been identified and are conserved by recycling, and by using reduced amounts so as not to endanger their sustainability.	٧	٧	٧
		9.3.2	At central processing level, use of water is being measured and is used efficiently.		٧	٧

10 POLLUTION PREVENYION		Protect the environment and local communities through reducing, eliminating or preventing pollution			Applies to			
				Individual smallholder	Group	Estate		
10.1	Surface and ground water quality is protected from pollution by adequate practices.	10.1.1	Producers implement practices to minimize water pollution from chemical residues, fertilizers and erosion or other sources as per applicable national GAP programmes/standards (for example maintaining a buffer zone around water bodies, conservation or regenerating native vegetation along the water bodies). Best practice is 5 meters.	٧		٧		
10.2	Waste should be prevented or reduced where feasible (wastewater, farm and processing byproducts, fossil fuels).	10.2.1	Wastewater treatment at centralised mills/washing stations meets legal wastewater quality parameters. The farm, centralised mills/washing stations shall always be		٧	٧		
	process, coast race,	101212	clean and free from rubbish and waste which should be collected in strategically placed rubbish bins.	٧	٧	٧		
10.3	Where wastes cannot be prevented, reuse and recycling is maximized.	10.3.1	Organic by-products from farming and processing are recycled and used on the farm to enhance soil fertility.	٧	٧	٧		
		10.3.2	Wastes are separated according to the different types.			<u> </u>		
	T							
10.4	Hazardous wastes are safely disposed of	10.4.1	Hazardous wastes are identified.	٧	٧	٧		
	to prevent contamination of water and soil	10.4.2	Hazardous wastes/wastewater are treated.	٧	٧	٧		
	resources as well as harm to human beings and animals.	10.4.3	Safe disposal is in place and according to the different types of waste.	٧	٧	٧		

11 CLIMATE			Producers adapt to climate change and contribute to climate change mitigation			
				Individual smallholder	Group	Estate
11.1	Climate change adaptation and mitigation measures are identified and implemented.	11.1.1	Producers identify and implement measures to adapt to climate change such as GAP, on-farm shade management, increased tree cover, agroforestry, irrigation, new plant varieties and diversification.	٧		٧
		11.1.2	Producers work on carbon sequestration in the soil, for instance through agroforestry, non-tillage, planting of cover crops (soil cover, shade trees) and/or applying intercropping practices.	٧		٧
44.2	Effects and a standard beautiful at the	44.24	I reconstruction to the form to the contract of the contract o			
11.2	Efforts are made to reduce the use of fossil fuels on farm and in processing.	11.2.1	Energy use in coffee farming and processing is quantified and documented		٧	٧
		11.2.2	Energy use is reduced and energy efficiency is improved.		٧	٧
		11.2.3	The use of renewable energy sources is maximized.		٧	٧

ANNEX Pesticide List

Producer's supplying to Union Hand Roasted Coffee should comply with the Coffee Sustainability Reference Code Pesticide List (2023-2026), as per section 8.3 of the Code. If coffee is purchased with third party certification, additional restrictions might apply.

No rights can be derived from the table below.

Coffee Sustainability Reference Code (CSRC) (Version August 2023)

Fairtrade Hazardous Material List (Version 1.12.2016 v 1.5)

Rainforest Alliance Pesticide Management (Version 1.2)

Enveritas (Version 1.5)

If you find any errors or mistakes please contact pascale@unionroasted.com.

Name of active ingredient (a.i.) of the material	CAS NUMBER	COFFEE			STANDARD		
		Use	CSRC Code (2021)	CSRC Code (2023-2026)	Fairtrade Hazardous	Rainforest Alliance Hazardous	Enveritas
Abamectin	71751-41-2	Insecticide	Prohibited	Phase-out (2026)	Prohibited	Prohibited	Prohibited
Aldicarb	116-06-3	Acaricide Insecticide	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Aluminum phosphide	20859-73-8	Fumigant	Prohibited	Prohibited	Restricted	Prohibited	Prohibited
Carbofuran	1563-66-2	Acaricide Insecticide	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Chlorothalonil	1897-45-6	Fungicide Acaricide	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Endosulfan	115-29-7	Insecticide (broca)	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Lambda-cyhalothrin	91465-08-6	Acaricide Insecticide	Prohibited	Phase-out (2026)	Prohibited	Risk mitigation	Prohibited
Methyl bromide	74-83-9	Fumigant	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Paraquat dichloride	1910-42-5	Herbicide	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Tebuconazole	107534-96-3	Fungicida	Prohibited	Phase-out (2026)	Flagged	n/a	Prohibited
Terbufos	13071-79-9	Acaricide Insecticide Nematicide	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Triazophos	24017-47-8	Acaricide Insecticide	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited
Zeta-Cypermethrin	1315501-18-8	Acaricide Insecticide	Prohibited	Phase-out (2026)	Prohibited	Prohibited	Prohibited
Carbaryl	63-25-2	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Carbendazim	10605-21-7	Fungicide	Phase-out	Phase-out (2030)	Restricted	Prohibited	Phase-out
Copper (II) hydroxide	20427-59-2			Phase-out (2026)			Phase-out
Chlorantraniliprole	500008-45-7		Phase-out	n/a	Restricted	n/a	Phase-out
Chlorpyrifos	2921-88-2	Acaricide Insecticide	Phase-out	Phase-out (2026)	Prohibited	Prohibited	Phase-out
Cypermethrin	52315-07-8	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Cypermethrin, alpha	67375-30-8	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Cypermethrin, beta	65731-84-2	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Cyproconazole	94361-06-5	Funcigide	Phase-out	Phase-out (2030)	n/a	Prohibited	Phase-out
Deltamethrin	52918-63-5	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Dimethoate	60-51-5	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Diuron	330-54-1	Herbicide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Diquat dibromide	85-00-7	herbicide		Phase-out (2026)			Phase-out
Fenpyroximate	134098-61-6			Phase-out (2026)			Phase-out

Inmidacloroprid	138261-41-3			Phase-out (2026)			Phase-out
Epoxiconazole	133855-98-8	Funcigide	Phase-out	Phase-out (2030)	Restricted	Prohibited	Phase-out
Esfenvalerate	66230-04-4	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Etofenprox; Ethofenprox	80844-07-1		Phase-out	Phase-out (2030)	Restricted	n/a	Phase-out
Fenitrothion	122-14-5	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Fipronil	120068-37-3	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Prohibited	Phase-out
Flupyradifurone	951659-40-8	Acaricide Insecticide	Phase-out	Phase-out (2030)	n/a	Risk mitigation	Phase-out
Glufosinate-ammonium	77182-82-2			Phase-out (2026)			Phase-out
Glyphosate	1071-83-6 69254-40-6 (FT) 38641-94-0 (FT)	Herbicide	Phase-out	Phase-out (2030)	Prohibited	Risk mitigation	Phase-out
Indoxacarb	173584-44-6	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Lufenuron	103055-07-8	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Malathion	121-75-5	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Mancozeb	2234562	Funcigide	Phase-out	Phase-out (2030)	Restricted	Prohibited	Phase-out
Metaflumizone	139968-49-3		Phase-out	Phase-out (2030)	Flagged	n/a	Phase-out
Permethrin	52645-53-1	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Profenofos	41198-08-7	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Propargite	2312-35-8	Acaricide Insecticide	Phase-out	Phase-out (2030)	Restricted	Risk mitigation	Phase-out
Propinconazole	60207-90-1	Funcigide	Phase-out	Phase-out (2030)	n/a	Prohibited	Phase-out
Spinosad	168316-95-8	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Tetraconazole	112281-77-3	Funcigide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out
Thiamethoxam	153719-23-4	Acaricide Insecticide	Phase-out	Phase-out (2030)	Prohibited	Prohibited	Phase-out
Triadimenol	55219-65-3	Funcigide	Phase-out	Phase-out (2030)	Flagged	Prohibited	Phase-out
Boric Acid	10043-35-3	Acaricide Insecticide	Phase-out	Phase-out (2026)	Flagged	Prohibited	Phase-out
Diazinon	333-41-5	Acaricide Insecticide	Phase-out	Phase-out (2030)	Flagged	Risk mitigation	Phase-out

Union Code of Conduct: Acknowledgement

I acknowledge that I have received a copy of the Union Hand-Roasted Code of Conduct Version 3, December 2023

I acknowledge that I have received a copy of the Annex Pesticide List

I have read and understand the Code and I am aware that I can contact Union's Head of Ethical Sourcing with any questions, comments around implementation of the Code.

We have appointed the following representative from our organization to be the first point of contact with respect to compliance of the standard.

Appointed contact person (Union Direct Trade and Code of Conduct)

Appointed contact person (or	mon Bireet Trade	una coac or co	nadet,	
Full Name				
Position in the				
organization				
Phone number				
E-mail				
	l			
Authorized Signature				
Name of the organization				
Business structure				

Name of the organization			
Business structure			
City, Country			
In case of a group how many producers do you represent	Men	Women	Total
	Authorized	Signature	
Full Name			
Signature			
Date (dd-mm-yy)			

If you have questions please contact our Head of Ethical Sourcing: pascale@unionroasted.com.

Anonymous grievances can be addressed to voice@unionroasted.com