



SUPPLIER CODE OF CONDUCT

1. INTRODUCTION

As a beverages company committed to ethical and sustainable practices, we recognise that our responsibilities extend beyond our own operations to those of our suppliers. This Supplier Code of Conduct outlines the standards we expect our suppliers to uphold in terms of social and environmental performance. By adhering to these principles, we aim to foster a supply chain that is respectful of human rights, promotes fair labour practices, and minimises environmental impact.

2. LEGAL COMPLIANCE

Suppliers must comply with all applicable laws and regulations in the countries where they operate. This includes but is not limited to labour laws, environmental regulations, health and safety standards, and anti-corruption laws.

3. LABOUR STANDARDS

3.1. Forced Labour: Suppliers shall not engage in any form of forced or involuntary labour, including bonded labour, slavery, or human trafficking.

3.2. Child Labour: Suppliers shall not employ individuals under the legal minimum working age established by the relevant national laws and international standards.

3.3. Working Conditions: Suppliers must provide a safe and healthy working environment for their employees, including adequate facilities, reasonable working hours, and fair wages in compliance with local laws and industry standards.

3.4. Freedom of Association: Suppliers shall respect the rights of their employees to join or form trade unions and to bargain collectively in accordance with local laws.

3.5. Discrimination: Suppliers shall not discriminate against employees on the basis of race, colour, gender, religion, age, disability, sexual orientation, or any other protected characteristic.

4. ENVIRONMENTAL RESPONSIBILITY

4.1. Pollution Prevention: Suppliers must take measures to prevent pollution and minimise their environmental impact, including reducing greenhouse gas emissions, managing waste responsibly, and conserving natural resources.

4.2. Sustainable Sourcing: Suppliers should prioritise the use of sustainably sourced materials and ingredients, considering factors such as deforestation, biodiversity, and water conservation.

4.3. Energy Efficiency: Suppliers are encouraged to improve energy efficiency in their operations and to transition to renewable energy sources where feasible.

4.4. Product Packaging: Suppliers should strive to minimise packaging waste and increase the use of recyclable or biodegradable materials.

5. ETHICAL BUSINESS PRACTICES

5.1. Integrity and Transparency: Suppliers must conduct their business with integrity, honesty, and transparency, and refrain from engaging in any form of bribery, corruption, or unethical practices.





5.2. Fair Competition: Suppliers shall compete fairly and ethically in the marketplace, respecting intellectual property rights and avoiding anti-competitive behaviour.

5.3. Confidentiality: Suppliers must safeguard any confidential or proprietary information shared by our company and refrain from disclosing or misusing such information.

6. CONTINUOUS IMPROVEMENT

Suppliers are expected to continuously monitor and improve their social and environmental performance. This includes implementing appropriate management systems, conducting regular assessments, and engaging with stakeholders to identify areas for improvement.

7. ENFORCEMENT AND COMPLIANCE

Non-compliance with this Supplier Code of Conduct may result in corrective actions, up to and including termination of the business relationship. Our company reserves the right to conduct audits and assessments of supplier facilities to ensure compliance with these standards.

