



GLOBAL
CODE OF CONDUCT
FOR
COFFEE SUPPLIERS

SINCE
1851

Louis Dreyfus Company ("The Group") is a leading merchant and processor of agricultural goods, leveraging its global reach and extensive asset network to deliver for customers around the world – safely, responsibly and reliably.

We believe our sustained success relies on our ability to incorporate our values into our strategy and think we have an important role to play in setting an example, not only in how we conduct our business, but also in our sustainability efforts, and this includes ensuring that all of the Group's coffee suppliers ("Suppliers") are aware and follow the principles outlined in this Global Code of Conduct for Coffee Suppliers ("Code of Conduct"). It is not our intention to develop a supply chain that excludes suppliers that face challenges and issues addressed in this Code – instead, it is our intention to work with our supplier partners to address and overcome those challenges together.

This Code of Conduct underpins our commitment to international standards, such as the OECD Guidelines for Multinational Enterprises, the United Nations (UN) Guiding Principles on Business and Human Rights, the Core Conventions of the International Labor Organization (ILO) and the 10 Principles of the United Nations Global Compact. This commitment is defined by a set of non-negotiable minimum standards outlined in the aforementioned guidelines, principles and conventions, which must be respected by Suppliers providing coffee to the Group. Suppliers must meet the Group's expectations of ethical conduct on topics including, but not limited to, product quality and safety, the environment, corruption and labor regulations, in addition to abiding to local laws and regulations.

The Group entrusts the Supplier with the responsibility to respect, communicate and exercise diligence in verifying compliance with this Code of Conduct. The Group may verify such monitoring and performance through independent assessments or certifications.

Acknowledgement of the Code of Conduct is a pre-requisite in every contract for supply with the Group. Through the Supplier's signature or performance of the supply contract the Supplier commits that its operations are subject to the provisions contained in this Code of Conduct.

1. Human rights

1.1. Forced Labor

Under no circumstance shall Suppliers use or in any other way benefit from forced or compulsory labor as defined by the ILO's Forced Labor Convention (C029), including but not limited to the use of slave labor, physical punishment, confinement, threats of violence or other forms of harassment or abuse as a method to impose discipline or control. Suppliers shall not contract services from plants or use production units that rely on compulsory or unpaid labor, and shall abide by the ILO's Abolition of Forced Labor Convention (C105).

1.2. Minimum Age Requirements

The Suppliers' use of child labor is strictly forbidden and will not be tolerated by the Group, in line with the ILO's Elimination of the Worst Forms of Child Labor Convention (C182) and with the ILO's Minimum Age Convention (C138). This term applies to all persons under the age of 15 years or under the age of completion of compulsory schooling (whichever is higher), except in certain countries where economies and educational facilities are insufficiently developed and a minimum age of 14 years might apply. These countries of exception are specified by the ILO in response to special application by the country concerned and consultation with representative organizations of employers and workers.

1.3. Employment practices

Suppliers must ensure that their employees' working hours are in line with local laws and labor regulations; no employee shall work a higher number of regular hours (before overtime) daily or weekly than what is allowed under local labor laws. Where regular hours are not established under local labor laws, local accepted industry conventions will apply.

The Supplier's employees must be compensated in accordance with the applicable local labor laws and regulations, in line with their collective bargaining agreements, including overtime and other indirect compensation. Workers contracted by the Supplier shall not be required to surrender their identity papers or other original personal documents, or pay deposits as a condition of employment.

All of the Supplier's permanent workers shall be paid in accordance with the nationally or regionally established minimum compensation. If minimum wages for permanent workers are not nationally or regionally established, the local industry standard wage shall be considered the norm by the Group. If workers are paid by production, their compensation should meet the nationally or regionally established minimum wage; where this is not established, the local industry standard compensation shall apply. The same standards shall apply to temporary and seasonal workers contracted by the Supplier.

Wages should be paid regularly to all workers, be it in cash or cash equivalent (check, direct deposit). Workers may also be compensated through in-kind payments (e.g., food), but only where this practice is legally accepted.

Labor intermediaries should only be used where the practice is legally accepted.

1.4. Non-discrimination

The Supplier shall establish and enforce a policy in full compliance with the ILO's Discrimination (Employment and Occupation) Convention (C111), as well as with local legislation prohibiting discrimination in hiring and in the execution of work with respect to gender, sex, race, ethnicity, age or religion, or as otherwise provided for under the local law. The Supplier is required to maintain a policy with respect to non-discrimination, and upon request from Louis Dreyfus Company the Supplier shall disclose the policy.

1.5. Freedom of Association and Collective Bargaining

The Supplier's employees shall be granted the right to freedom of association and collective bargaining, in accordance with the ILO's Promotional Framework for Occupational Safety and Health Convention (C187), the ILO's Right to Organise and Collective Bargaining Convention (C098) and the UN's Universal Declaration of Human Rights, as well as with all applicable laws and regulations. The Supplier cannot restrict its employees from membership of or representation by a trade union.

2. Occupational Health and Safety

The Group considers it essential to ensure the health and safety of all those involved in its production chain and works on the principle of continuous improvement in this regard. In line with the Group's

efforts to promote a safe working environment for all of its employees, the Supplier's operating and management systems, as well as employees, are expected to work toward preventing work-related injuries and illnesses that result in medical leave.

2.1. Legal requirements

The Supplier is required to maintain valid and effective all licenses and permits required for exercising their activities and to meet their obligations, as well as comply with all the requirements and conditions of such licenses and permits. The Supplier is expected to secure all necessary approvals, authorizations, licenses, permits and/or concessions from all agencies and/or local public authorities as they relate to emergency situations.

2.2. Workplace Environment

The Supplier shall provide a safe and healthy working environment for its employees, in accordance with the applicable local laws and international conventions and Group's regulations. As a minimum standard, employees shall have easy access to potable drinking water, and adequate lighting, temperature, ventilation and sanitation. The Supplier shall take measures to ensure the workplace is free from physical, sexual, and verbal harassment and abuse.

The Supplier shall ensure that personal protective equipment is provided, together with appropriately equipped work stations. The Supplier's facilities must be built and maintained in accordance with the standards set by the applicable local laws and regulations. Adequate training, in their own language, shall be provided to permanent and seasonal workers.

2.3. Employee Housing and Respect of Privacy

In the instances when employee housing is provided by the Supplier, the Supplier must ensure that dormitory facilities are built and maintained in full compliance with all applicable local laws and regulations, and are clearly segregated from the production/operations areas. All dormitory buildings shall be clean and safe, and workers shall be able to enter and leave the dormitory buildings freely at any hour. All dormitory facilities must grant workers reasonable personal space, adequate heating and ventilation equipment, and appropriate furniture. Sanitary facilities including bathrooms and showers,

as well as facilities for food preparation and storage, must be available to employees within the employee housing complex.

3. Environmental Protection

The Group expects the Supplier to abide by environmental requirements set by local law and be able to adopt operating and agricultural practices and agricultural production systems that are sustainable in their processes in order to improve their operations' efficiency and sustainability.

3.1. Resource Consumption, Pollution Prevention and Waste minimization

The Supplier shall progressively take the necessary measures to optimize its consumption of natural resources throughout its operations, including energy and water. The Group encourages the Supplier to implement and demonstrate sound measures to prevent pollution and minimize generation of solid waste, wastewater and air emissions. The Supplier must characterize and treat wastewater and solid waste appropriately before their disposal, in accordance with applicable local laws and regulations.

The Group recommends that the Supplier adopts operating and agricultural practices and agricultural production systems that are sustainable and pursues continuous improvement in its processes in order to improve its operations' efficiency and environmental sustainability.

The Supplier is encouraged to adopt and follow agricultural practices aimed at limiting soil erosion. The Group recommends that the Supplier adopts integrated pest management practices.

Suppliers shall ensure their activities do not result in the deforestation of primary forests or the contamination of water sources.

3.2. Environmental Management System

Suppliers must work towards environmental preservation and protection, requiring them to operate and work in an environmentally sustainable manner, ensuring full compliance with legislation and requirements issued by competent local public authorities, especially at the raw material production sites and their place of supply.

4. Business Integrity

4.1. Anti-Corruption

The Group requires the Supplier to have policies and procedures in place to ensure the compliance with all applicable local trade laws and regulations, including but not limited to Anti-Corruption and Bribery laws in the countries where coffee is sourced by Louis Dreyfus Company.

All Suppliers are prohibited, under any circumstance, whether directly or indirectly, from authorizing, promising, offering, making or receiving from or to any person, government authority, civil servant, or any other third party, whether public or private, any type of bribe, illegal payment or any other inappropriate pecuniary or other benefit, nor act in breach of the applicable anti-corruption laws. Gifts and entertainment may be offered and received to strengthen business relationships only if they are of modest value and aligned with local business practice and laws.

4.2. Records

The Supplier's books and records (including, without limitation, employment contracts, regular payments, working hours reports) shall be kept transparent, up to date and available on demand, to accurately demonstrate compliance with applicable standard materials, services, governmental and industry regulations.

4.3. Origin and Traceability

The Supplier shall be capable of disclosing all potential sources of primary origins (country of origin) associated with coffee and its related products delivered to the Group. The Group will work with Suppliers over time to create and provide full supply chain mapping, to support the Group's assessment of the Supplier's upstream supply chain compliance.

4.4. Conflict of Interest

The Supplier is expected to report to the Group any situation that may appear as a conflict of interest, and disclose to the Group if any Group employee or professional under contract with the Group may have an interest of any kind in the Supplier's business or any kind of economic ties with the Supplier.

5. Auditing and Termination of the Agreement

The Group may verify whether the Supplier is complying with the Code of Conduct. The Supplier must be able to demonstrate compliance with the Code of Conduct at the request and satisfaction of the Group. The Group may monitor its Suppliers and ask about their business practices through questionnaires to help the Group identify and assess potential ethical and social risks. The Group reserves the right to verify compliance and to conduct Supplier audits as part of its ongoing compliance monitoring at any point during the contractual relationship. The Group is entitled to utilize its own employees or independent auditors to assess Supplier compliance with the Code of Conduct and any such representative shall be afforded reasonable access to the Supplier's facilities and records in order to establish the requisite compliance. Audits of this nature may include confidential interviews with workers on site. In the event that the Group becomes aware of any actions or conditions not in compliance with the Code of Conduct, the Group will demand corrective measures. In case of non-compliance the Group will work with the Supplier to address non-compliance through remedial actions. In case of prolonged or excessive non-compliance, the Group will undertake a review of the current business relationship with the Supplier. Notwithstanding the above remediation options, the Group reserves the right to terminate any agreement with a Supplier who cannot demonstrate to the Group's reasonable satisfaction that they comply with the Code of Conduct.

5.1. Disclosure and Communication

The Supplier must ensure that their officers, directors, employees, agents, controlling persons, advisors or other representatives are fully aware of the terms of this Code of Conduct, of the provisions set forth herein, and of their meaning and implications for their farming methods and day-to-day operations. The Supplier shall use the appropriate communication tools to disclose the terms of this Code of Conduct.

5.2. Applying the Code of Conduct

The Supplier must report any suspected violations of local laws and regulations, as well as suspected violations of this Code of Conduct confidentially using the following email address:

codeofconductconcern@ldcom.com

5.3. Supplier's acknowledgement

We, the undersigned, confirm that:

- We have received and taken due note of the contents of the Group's Global Code of Conduct for Coffee Suppliers, published by Louis Dreyfus Company,
- We are aware of all relevant laws and regulations in the country where we operate,
- We will report any violations of applicable law or this Code to Louis Dreyfus Company,
- We will act in full compliance of the requirements set forth in this Code of Conduct, following a development-oriented approach and without amendment or abrogation,
- We will communicate the content of the Louis Dreyfus Company Global Code of Conduct for Coffee Suppliers to all applicable parties as required by the Code of Conduct.
- We hereby authorize Louis Dreyfus Company or its nominated representative to conduct audits in accordance with this Code of Conduct to verify compliance with the requirements outlined in this Code of Conduct.

Last name/First Name/Signature/Seal

Date & Place