



## Cafeology Supplier Code of Conduct

As an ethical business Cafeology is committed to ensuring that working conditions in Cafeology's supply chain are safe, that workers are treated with respect and dignity and that all manufacturing processes are environmentally responsible.

In order to clarify what we expect from our suppliers, we have developed a Supplier Code of Conduct to specify what behaviours, practices and regulations we expect to see demonstrated which is based upon polices operated for our own best practices identified.

This Code of Conduct sets out the minimum standard of business behaviour expected of the suppliers so that they can act in a way that is ethical, corporately responsible and aims to ensure compliance with applicable laws and regulations.

- **Labour and Human rights**

Suppliers shall not discriminate against any worker based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin or marital status in hiring and all working practices. Cafeology expects all suppliers to comply with all national and international regulations and comply with ILO conventions in relation to pay and benefits, working hours, forced or involuntary labour including child labour.

- **Fair Treatment**

Suppliers shall commit to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse, or unreasonable restrictions on entering or exiting company provided facilities.

- **Health, Safety and Environmental**

Suppliers shall make proper provision for the health safety and welfare of their people, visitors and contractors and those in the community that may be affected by their activities.

Suppliers shall operate a health, safety and environmental management system. Health, safety and environmental risks shall be assessed and appropriate controls put in place to manage risks identified.

Suppliers will care for the environment through a commitment to good environmental practices and where appropriate hold the relevant certification ISO 14001.

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- **Ethics**

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, suppliers and customers.

Suppliers must accurately record and disclose information regarding their business activities, finances and structure and performance in accordance with prevailing laws.

- **Data Protection**

Any information received through business dealings with Cafeology must remain confidential and never used for personal gain or be supplied to a competitor this remains in force after any association between 'The Supplier' and Cafeology has ended, this being a reciprocal arrangement.

Signed

Bryan Unkles  
**Managing Director**

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