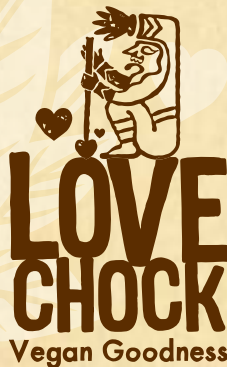


# CODE OF CONDUCT



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Lovechock was founded more than 15 years ago. We have always based our business on solid sustainable and ethical standards. This Code of Conduct serves to explain the standards to which we have committed ourselves, as well as outlining to our business partners, suppliers, and anyone we deal with (hereinafter referred to as 'Suppliers') what we expect of them. This Code of Conduct is based on the UN's Agenda 2030 and its related 17 Sustainable Development Goals, as well as the EUDR, which are an urgent call for action by all countries - developed and developing - in a global partnership.

## Our Vision

"At Lovechock, we are passionate about creating vegan chocolate that tastes super delicious while focusing on mindfulness, personal wellbeing and sustainability. We want to be the go-to brand for vegan, sugar reduced, organic and fair chocolate whilst maintaining a deep connection between people, cacao, and the planet."

## Our Mission

We wholeheartedly believe that everyone deserves a moment of pure bliss. We are dedicated to creating delicious vegan chocolate that not only delights your taste buds but also contributes to your overall well-being. Our unwavering commitment to using carefully selected ingredients, practicing sustainability, and upholding ethical standards ensures that every bite of Lovechock chocolate is indulgence in self-care. With our expertise in cacao and a deep understanding of its potential, we strive to introduce a diverse range of flavors and options, catering to all chocolate lovers. We aim to inspire a shift toward conscious consumption, making the world a better place, one bite at a time.

### LOVE FOR YOU



Your well-being is what drives us. We make 100% vegan, organic chocolate with reduced or no sugar.



### LOVE FOR THE FARMER

We believe in Direct Trade and supporting communities.



### LOVE FOR THE PLANET



Our home compostable foil is made from woodcellulose to reduce our footprint and we just use organic ingredients without any pesticides.

## I. General Principles

We seek to develop long-term business relationships with our suppliers. These relationships are based on the principles of fair and honest dealings at all times. The relationship is open and transparent. The ethical principles in this Code of Conduct are grounded in the basic principles of the ILO conventions and the United Nations Universal Declaration of Human Rights.



## II. National laws & regulations

We expect suppliers to conduct their business in full compliance with the local governing laws, rules and regulations and any other applicable provisions, as well as this Code of Conduct.

## III. Health & Safety

We expect suppliers to provide a safe and hygienic working environment for their employees and everyone else who visits the workplace. At a minimum reasonable access to potable water, sanitary facilities, fire safety, adequate lighting and ventilation should be provided. Suppliers shall have a Health & Safety Management plan in place that is concerned with mitigating any factors that are harmful or that pose a danger to worker's physical and/or mental well-being. This plan should be adapted to the suppliers' size and complexity of operations and needs to be reviewed at least once a year.





## IV. Environment

We expect suppliers to wherever possible apply a precautionary approach to environmental matters and work in order to minimize its negative environmental impact from its operations, products and activities. We expect suppliers to manage environmental risks systematically, by assessing their possible environmental impact and measures taken against it minimally once a year. Where-ever possible, Lovechock can be asked to help reduce the impact, to the extent it has to do with the production of our ingredients.

## V. Human & Labor Rights

We expect suppliers to ensure that they are not complicit in human rights abuses. Fundamental workers' rights, as expressed in the ILO labor conventions must be respected. This includes:

1. **Employment is freely chosen.** There is no forced, bonded or involuntary labor.
2. **Freedom of association and the right to collective bargaining.** The right of all workers to form and join trade unions and bargain collectively are respected.
3. **No exploitation of child labor.** Suppliers will respect the regulation of the United Nations on human rights and children's rights. This means in particular that the minimum age for admission for work as well as the prohibition and immediate action of elimination of the least forms of child labor is complied with.
4. **There is no discrimination in employment.** There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Each employee is treated with respect.
5. **No excessive working hours.** Working hours comply with the national laws. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 days period on average. Overtime shall be voluntary, not exceeding 12 hours per week, not be demanded on a regular basis and shall always be compensated fairly.
6. **Fair remuneration.** Suppliers observe this principle when they respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder.

Suppliers shall comply, as a minimum, with wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher. Wages are to be paid in a timely manner, regularly, and fully in legal tender. Partial payment in the form of allowance "in kind" is accepted in line with ILO specifications. The level of wages is to reflect the skills and education of workers and shall refer to regular working hours. Deductions will be permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement.

## VI. Information Security

We expect suppliers who have access to customer sensitive information to actively protect this information against the unauthorized access, use, disclosure, modification, recording or destruction. Suppliers are expected to establish their own relevant information security policies and procedures, through training or familiarization, as appropriate.

## VII. Anti-Corruption and Fair Business Practices

We expect suppliers to conduct their business with honesty and integrity and in compliance with all applicable laws and regulations concerning bribery and corruption including payment or other form to anyone for the purpose of influencing decision making, fraud and any other prohibited business practices, direct or indirect. The supplier shall establish appropriate accounting and business records and adhere to fair business practices to avoid conflicts of interest that may adversely influence business relationships.



## VIII. Supply Chain

We expect suppliers to have a process in place to communicate the requirements in this Code of Conduct to their suppliers and to monitor its compliance to these requirements. Of course the supplier is at liberty to introduce further Codes of Conducts with higher requirements of ethical practice for itself and its employees.

## IX. Management System

We expect suppliers to have or agree to set up a Management System that includes the content of this Code. This can either be their own system or achieved through third-party certification. It is important to us that they are aware of the social and environmental impact of their company, and that this is measured and managed on a regular basis.

## X. Monitoring and Rights to Audit

Lovechock intends to monitor compliance with this Code of Conduct and reserves the right to carry out audits. We can do this ourselves, announced or unannounced or have a third party of our choice undertake audits. We expect the suppliers to cooperate in an open manner and provide all information and documentation that may be needed to demonstrate compliance with this Code of Conduct.

## XI. Reporting Misconduct

We encourage our suppliers who believe that a Lovechock employee, or anyone acting on behalf of Lovechock, has engaged in illegal or otherwise improper conduct, to report the matter to us. This also applies to any potential violation of this Code. Contact details are published on our website.

## XII. Compliance with EUDR

We are committed to promoting sustainable and responsible business practices. Therefore, we place traceability and transparency at the heart of our strategy. We ask our suppliers to meet the requirements of the new European Union deforestation law (EUDR) in order to prevent deforestation and forest degradation. This implies:

1. Demonstrating that cocoa does not come from deforested areas.
2. Providing detailed information on the origin of cocoa, including geolocated evidence that the cultivation land has not been recently converted from forest.
3. Adopting and implementing sustainable agricultural practices that preserve forest ecosystems.
4. Continuously improving production methods to minimize environmental impact.
5. Communicating transparently about practices and efforts to comply with EUDR requirements.
6. Reporting any non-compliance or potential risks of non-compliance immediately.

## XIII. Signature

Significant suppliers to Lovechock (i.e. suppliers of cacao products, sugar and packaging materials etc.) are required to sign this Code of Conduct.

