

## Code of Conduct & Corporate Social Responsibility

This document expresses the code of conduct of Maverick Coffee Trading Ltd. This code of conduct applies to all entities of our business.

Maverick strives to do business in an ethical and responsible manner. To make this possible it is important that an employee can make the right decisions and handle matters in accordance with Maverick Coffee Trading's values and norms.

This code of conduct aims to provide a framework that contributes to corporate identity and brand awareness. This code of conduct should be applied by and towards our employees.

### Values

Our values below guide our actions in Corporate Responsibility:

1. Traceability: we are open, honest, and responsible.
2. Transparency: we promote access to information, upstream and downstream.
3. Sustainability: we will leave a positive environmental and social impact from our activities.
4. Reliability: we are trusted, supportive and flexible.

### Principles

#### Stakeholders

- We have a Corporate Responsibility towards all our internal and external stakeholders: customers, suppliers, employees, shareholders, investors and banks, governments, competitors, consumers, civil society and other impacted by our activities

#### Business Integrity

- Maverick demands honesty and integrity in all aspects of business, with regards to its employees, customers, suppliers, and others.
- In this respect, Maverick is committed to compliance with applicable laws and regulations in the locations where the company operates and conducts business.
- Employees must, always avoid situations that may let personal gain influence their business judgement.
- Legal matters, the direct or indirect solicitation, offering, or acceptance of bribes or inappropriate gifts in any form is unacceptable. There can be no personal participation by employees in commodities markets (futures or cash) in which the company is active
  - We support fair competition and integrity in the marketplace
  - We build and maintain the trust and confidence of our customers and other business partners by communicating honestly, respecting information entrusted to us and standing behind our commitments

### People

- We believe in and respect the fundamental dignity and value of each individual that we work with and encounter through our work

- We attract, develop, and compensate individuals based on job-related qualifications and abilities to fulfil these roles. We do not discriminate against race, colour, religion, nationality, gender, sexual orientation, disability, age, or other personal characteristics.
- We have a strong commitment to maintaining a bias-free and safe environment in which any form of verbal or physical harassment is prohibited.
  - We respect personal data and privacy according to European legislation.

#### **Value creation and sustainability**

- We seek to create real and long-term value for our stakeholders:
  - We seek for our customers to benefit from our products and services
  - We seek for our employees to optimize their opportunities
  - We seek for return on investment for our stakeholders and financiers
  - We seek for our suppliers to benefit from our business
  - We seek for mutually beneficial relationships with our partners
  - We seek for the wider community and economy to gain from our activities
- We take the long-term interest of our stakeholders into account and share our global knowledge and experience to help meet economic and social challenges
- We expect our employees to take responsibility for their actions and initiate improvements to their work and work environment

#### **Labour conditions**

- Maverick considers it important that both its own employees and those of its suppliers work under respectable labour conditions that comply with the local laws
  - We do not tolerate child labour or forced labour either within our own organisation or any organisation we deal with. If child labour is discovered within the supply chain, Maverick will cease business activities with those involved, and where necessary alert the relevant authorities.
- Within the operating companies we take responsibility to establish and maintain health and safety programs in compliance with national and local laws and regulations and internationally accepted principles
  - Jointly, we take care of our work environment, and protect company property

#### **Environment**

- Maverick is committed to compliance with relevant environmental rules, regulations, and industry accepted standards applicable to each of its local operations. We strive to be carbon neutral in all our activities.
- We strive to improve our own environmental performance and the environmental performance of the value chain by sharing knowledge and other ways of support as part of the sustainability programs we run in partnership with our supply chain actors.

#### **Our Coffee**

- Maverick is building a strong reputation in the coffee industry and will enhance this by committing to maintaining strict food safety standards within our operations and commit to meeting quality specifications from our customers.

#### **Transparency**

- Maverick recognizes the value of open and ongoing communication with respect to its business



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- Employees are encouraged to be transparent towards their employer when they think a (perceived) conflict of interest may arise related to their personal business stakes and trading activities
- We value teamwork, and communicate and share information with the group
- We will participate actively in sharing knowledge, experience and information within Maverick and our stakeholders
- All stakeholders will be provided with access to relevant and appropriate information through, amongst others, publications, interviews, information requests, and internal channels of communication. This does not include information that Maverick considers confidential