

Through this Policy, Kaffa commits to food safety, human rights, health and safety of workers, working conditions, social dialogue, career opportunities and training, diversity, equality and inclusion, and the efficient use of the environment with the aim of promoting the sustainability of its activities.



Food Safety

- Produce safe, authentic products of quality and in legal compliance, focusing on sustainability and continuous improvement
- Customer focus
- Promote a culture of Food Safety
- Maintain Food Safety certifications BRCGS, IFS with A+ grades and Higher level



Human Rights

- Avoid risks by assessing those that cannot be avoided, prioritising collective protection measures and providing the necessary PPE
- Train and raise awareness among employees and subcontractors regarding the risks associated with their work and the preventive measures to be taken
- Reduce accident rates: IG < 30% and IF < 0.45%
- Evaluate employee performance and provide necessary training for performance improvement
- Recruit based on professional qualification criteria and promote career advancement through internal vacancies
- Respect employees' right to belong to a union
- Ensure a safe and healthy work environment with equal, fair, and respectful treatment in accordance with the Universal Declaration of Human Rights
- Promote a decent wage, health insurance, monthly bonus, meal allowance, and access to payflow
- Promote the Kaffa culture with activities such as: Arraial, Christmas Dinner, hampers, birth kits, 10-year service awards, and fruit in communal areas
- Promote mental health and well-being through Team24, providing health insurance and complaint/reporting mechanisms



Purchasing

- Maintain close contact with our customers to ensure they continue purchasing our products
- Promote the purchase of 92% of Rainforest Alliance, Fairtrade, and Organic green coffee, and 85% of cardboard packaging with FSC certification
- Promote more sustainable and efficient technologies
- Develop new products using more sustainable materials
- Promote sustainable practices in our relationships with suppliers



Environment

- Establish a partnership with AICC for the recycling of capsules in municipalities
- Increase photovoltaic panels and completely replace the fleet with hybrid vehicles
- Set targets for gas emissions and environmental noise
- Promote recycling of waste with a separation rate of RIBS < 26% and a recovery rate of > 58%
- Maintain sustainability certifications: Rainforest, Organic, and Fairtrade
- Promote the reduction of water consumption
- Promote environmental awareness activities

The Board, HR, and SIG promote this policy, and each employee is asked for their commitment to ensure its implementation and to report back on its effectiveness. If you detect a suspicious situation, please contact HR/SIG.

On behalf of the Management Council, July 15th 2024