

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



Mon. Food Certifications

- Produce safe, authentic, high-quality and legally compliant Products with a focus on sustainability and continuous improvement
- Maintain a strong customer focus
- Promote a culture of Food Safety
- Maintain BRCGS, IFS Food Safety certifications with A+ and Higher level grades
- Comply with applicable laws and regulations related to halal product assurance



Human Rights

- Identify and assess risks that cannot be eliminated, prioritising collective protection measures and providing the necessary PPE
- Train and raise awareness among employees and subcontractors about the risks associated with their work and preventive measures to be taken
- Reduce accident and incident rates (GI and FI)
- Evaluate employee performance and provide the training necessary for continuous improvement.
- Train employees on the requirements of the implemented standards
- Recruit employees based on professional qualifications and promote career development through internal opportunities
- Respect employees' right to join and participate in trade unions
- Ensure a safe, healthy work environment with equal, fair and respectful treatment in accordance with the Universal Declaration of Human Rights
- Promote a living wage, health insurance, extra monthly card, meal allowance and access to payflow
- Promote Kaffa's culture through initiatives such as summer events, Christmas dinners, gift baskets, newborn kits, long-service awards and fresh fruit in break areas.
- Promote mental health and well-being through Team24, health insurance, and grievance and whistleblowing mechanisms
- Handle all complaints/reports



Procurement

- Maintain close relationships with our customers to ensure satisfaction and long-term partnerships
- Promote the purchase of Rainforest Alliance, Fairtrade and Organic green coffee and FSC-certified cardboard packaging
- Promote sustainable practices throughout our relationships with suppliers
- Develop new products with more sustainable materials
- Promote sustainable practices in the relationship with our suppliers



Environment

- Gradually replace the vehicle fleet with hybrid vehicles
- Setting targets for gaseous emissions
- Promote waste recycling
- Maintain sustainability certifications: Rainforest, Organic and Fairtrade
- Promote the reduction of water consumption
- Promote environmental awareness initiatives

The Management, HR and SIG promote this policy and each employee is asked for their commitment and to ensure its implementation and give us an account of their return. If you detect a doubtful situation, contact HR/SIG.