



SUPPLIER CODE OF CONDUCT PANAMERICAN COFFEE
TRADING Co. SA (PCT)

PCT is committed to high standards of quality, social and environmental responsibility as well as ethical conduct. Based on this PCT has created this Supplier Code of Conduct as an extension of its own Code of Conduct in order to ensure ethical and sustainable sourcing. We therefore expect PCT Suppliers to take all measures to minimize any adverse environmental and social impact associated with the coffee sourced by PCT. The requirements laid out in this Code are based on internationally recognized standards, which include the UN Universal Declaration on Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Rights and Principles at Work.

Social responsibility. Coffee farmers need to protect the rights of people working on their farms and must promote a safe, fair and humane work environment. This includes wages, hiring practices, hours of work, use of protective equipment, access to medical care and education. Permanent and temporary/seasonal workers must be paid at least the nationally or regionally established minimum legal wage on a regular basis.

There is zero tolerance for any form of child labor.

Environment. Coffee farmers need to adopt sustainable agricultural practices to protect water quality, improve soil health, preserve biodiversity, reduce agrochemical use and conserve water and energy.

This Code is applicable to all workers and employees of any of our Suppliers and includes all workers providing work at a supplier location, such as under an employment agency or service provider. We expect our direct Suppliers to support our commitment to full compliance with this Code via the implementation of a similar one.

We require our suppliers to adhere to the Code.

COMPANY NAME

SIGNATURE

DATE