



ARYZTA  
SUSTAINABLE  
SOURCING POLICY  
FOR COCOA BEANS

Applicable Jan-24

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## **1. Introduction**

It is ARYZTA's aim to partner with our suppliers around the globe working with different regional conditions to develop a more sustainable cocoa bean sector.

## **2. Scope**

This Policy applies to all products based on or containing cocoa beans in our supply chain.

## **3. Sustainable Cocoa beans Principles**

The ARYZTA Supplier Code of Conduct lays out our minimum requirements and expectations for all our Suppliers. In addition to the requirements outlined in the supplier Code of Conduct, the main areas of focus should be:

- Suppliers have to protect and respect land rights, ensure no displacement of the population for cocoa cultivation and protect the natural habitat of cocoa farmers.
- Growing, handling, packing, storing and transporting cocoa should be done in a responsible way in line with international health standards for food products.
- Suppliers commit to source cocoa from a supply chain which is compliant with the "Cocoa and Forest Initiative (CFI)".

## **4. Eliminating Human Rights Violations and Child Labor**

- Respecting internationally recognized human rights in line with the Universal Declaration of Human Rights; United Nations Guiding Principles on Business and Human Rights (UNGPs); the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights;
- Putting in place, and implementing systems for human rights due diligence as set out under the UNGPs;
- Prohibiting and eliminating all forms of forced labour, child labour and human trafficking, including, but not limited to, any form of bonded labour;
- Protecting workers' rights and ensuring safe and healthy workplaces free;
- From forced or compulsory labour as required by our Supplier Code of Conduct;
- Putting in place an effective grievance mechanism accessible to all rights-holders and stakeholders; 1 According to the ILO, Child Labour refers to work that deprives children (any person under 18) of their childhood, their potential and their dignity, and that is harmful to their physical and/or mental development. It refers to work that is mentally, or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school, obliging them to leave school prematurely or/and requiring them to attempt to combine school attendance with excessively long and heavy work;
- Respecting the rights of Indigenous and local communities, including the right to give or withhold their Free, Prior and Informed Consent (FPIC) to operations on lands and the use of resources to which they hold legal, communal or customary rights, in line with the UN Declaration on the Rights of Indigenous People;
- Respecting the rights and supporting the inclusion of smallholders into the supply chain;
- Protecting environmental and human rights defenders and prohibiting threats, harassment, intimidation, the use of violence, or retaliation against anyone who raises a concern or participates in an investigation;

- Providing remediation through mutually agreed procedure, where human rights violations have occurred.

## **5. Commitment**

We will support all our suppliers to work with their supply chains towards the stated principles and to regularly show significant progress. Progress against the stated principles will inform our procurement strategy. This will be evaluated using accepted industry standards and certification schemes, such as:

- Cocoa Horizons
- Rainforest Alliance
- Fairtrade
- CEN/ISO

Other schemes may be in use across our supply base and these will also be assessed.

ARYZTA commits to using certified cocoa beans only across its supply chain by the 31.12.2026.

While recognizing that standards are evolving and that we cannot expect all of our suppliers to comply today, we are strongly committed to only work with suppliers who can demonstrate compliance to the above stated standards and principles.