

Supplier Code of Conduct

Introduction:

We at Avanti Coffee are in a transition of change, moving with the times but most importantly improvement. Sustainability is everyone's responsibility and as a company moving forward, we would like our suppliers to move with us.

Commitment

We Avanti Coffees aim to develop long-lasting, trusting and mutually beneficial relationships with suppliers who share our strong values and who demonstrate the same commitment to operating responsibly and ethically across all facets of business. Business partners must commit to have verification mechanisms and well-functioning management systems in place to implement, comply with and examine the principles laid down in this Code of Conduct. These shall include clear policies, communication and feedback mechanisms to identify, correct and improve social, health & safety and environmental impacts. When submitting information, the business partner is expected to be transparent and not intentionally mislead Avanti Coffees.

Compliance with laws

Business Partners shall comply with all applicable laws and regulations (including anti-corruption and bribery laws) where they conduct business and shall meet the contractual obligations established between the parties throughout the contract period. Participants must commit to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community.

Child labour: Avanti Coffees expects its suppliers not to employ children below the minimum age of employment permitted by the law of the country but encourage "innovation in education to make youths better prepared for a society and labour market which has in many respects changed" (Department of Basic Education, 2019, p. 16).

Discrimination: we expect our suppliers to not unfairly discriminate against your or our employees on the grounds of race, gender, sex, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, birth or any other arbitrary ground.



Wages, Working Hours and Other Conditions of Work: Avanti Coffees expects its suppliers to ensure the payment of wages in legal tender, at regular intervals no longer than one month, in full and directly to the workers concerned. Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. The wages, hours of work and other conditions of work provided by suppliers should be not less favourable than the best conditions prevailing locally.

Environment

Avanti Coffees expects its suppliers to comply with existing legislation and regulations regarding the protection of the environment. This includes laws and regulations related to air quality, air emissions, water conservation, water quality, water use, waste, re-use, recycling, and energy efficiency. Suppliers should wherever possible support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

Health and safety

Avanti Coffees expects its suppliers to ensure, so far as is reasonably practicable, that the workplaces, machinery, equipment and processes under their control are safe and without risk to health. That the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken. Where necessary, adequate protective clothing and protective equipment are provided to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health. Suppliers recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

Avanti Coffees urges all suppliers to follow this code of conduct for the betterment of all.

