

## Code of Conduct

FTO Foundation has formulated this Code of Conduct for all its portfolio companies and other business partners. This code of conduct is aligned with Fairtrade standards and international best practices.

FTO Foundation believes that sustainable development is a condition for future prosperity. It seeks to contribute to this with its activities to finance the development of fair and sustainable trade value chains with the aim to better distribute wealth in emerging countries. FTO Foundation respects the culture and customs of the countries where it operates, insofar as these do not conflict with its own objectives and core values.

FTO Foundation recognizes that it has the opportunity to create positive environmental and social impacts, but that it also has risks associated with the potential negative impacts of its own operations and those of its portfolio companies and other entities with which it does business, such as suppliers and parties with which FTO Foundation enters into alliances (also referred to below as 'business partners').

FTO Foundation expects from its business partners that they act in accordance with this code of conduct on each of its themes.

### Fairtrade philosophy

Our business partners are expected to commit themselves to the Fairtrade philosophy, meaning that their way of trade ensures better prices, decent working conditions and a fairer deal for farmers and workers in developing countries. Through this Fairtrade philosophy we all intend to connect disadvantaged producers and consumers, promote fairer trading and working conditions and empower producers to combat poverty, strengthen their position and take more control over their lives.

### Living wage and living income commitment

Business partners of FTO Foundation provide their employees with a total remuneration package that meets or exceeds the legal minimum standards and is in line with industry standards in the markets in which they operate. They are committed to giving employees a living wage, ensuring that they can meet their everyday needs.



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## **Environmental stewardship**

Our partners are committed to environmental stewardship. They are expected to be dedicated to minimizing their environmental footprint by adopting sustainable practices, reducing waste, and prioritizing eco-friendly initiatives in all aspects of their operations. They are expected to have appropriate policies and programs to prevent and mitigate adverse impacts.

## **Human rights**

All business partners are expected to respect and promote human rights as described in the United Nations Declaration of Human Rights in their business decisions, and are expected to use their influence with their suppliers to do the same. For unavoidable adverse impacts, they are expected to provide for and cooperate in remediation through legitimate processes.

## **Non-discrimination**

Decisions for hiring, selecting partners and suppliers, investments, or any other business decision, are non-discriminatory, with equal opportunity for all concerned parties. There is a whistleblowing mechanism in place to report and resolve discriminatory practices if they occur.

## **Labor standards**

All business partners are expected to create and maintain a safe working environment where people are treated respectfully, by treating colleagues, stakeholders and partners fairly and with dignity; abiding by all health, safety, tax, social security and employment related laws and regulations of the country concerned; promoting a positive and harassment-free working environment with zero tolerance for discrimination; and protecting the occupational health, safety and welfare of all employees.

Business partners are expected to do so in their own operations, and to use their influence with their suppliers to do the same. For unavoidable adverse impacts, they are expected to provide for and cooperate in remediation through legitimate processes.

## **Integrity and anti-corruption**

We maintain a zero-tolerance policy for corruption and bribery. All business partners are expected to adhere to the highest ethical standards in their interactions with public officials and other stakeholders across their global operations and in all their business dealings.

## **Legal compliance**

Business partners are expected to operate within the boundaries of all applicable laws and regulations, ensuring legal compliance in all jurisdictions where they conduct business.