



CODE OF ETHICS

English

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INTRODUCTION

Albrecht & Dill Trading GmbH has the mission of providing our customers with cocoa beans or products of only the highest integrity, and quality through flexibility and by building long-lasting partnerships.

We aim to drive sustainable growth within the cocoa sector by supporting farmers have an improved livelihood and by increasing customer awareness about the positive impacts of having sustainable value chains. Our long-term goal is to have a cocoa sector in which farming communities, cocoa businesses, and the environment thrives hand in hand. We believe that education and collaboration play a crucial role in bringing about the required positive change. One of our key values is to operate ethically and have environmental and social issues at the core of our thinking and the way we act.

Albrecht & Dill Trading GmbH is committed to helping farmers:

- 1. Improve income:** We want to continue supporting farmers by looking at different income diversification opportunities, ways to improve farming practices and to increase productivity.
- 2. Enhance farmer practices & lower environmental impact:** We want to support producers lower the negative impact from cocoa farming, particularly on the forests and soils.
- 3. Resilient farmers & communities:** We want to empower farmers by helping them to increase entrepreneurial capacity.

More information on how we source can be found in our Responsible Sourcing Policy¹ & ² Code of Conduct

¹ Responsible Sourcing Policy can be found in www.albrecht-dill.de

² Supplier Code of Conduct can be found in www.albrecht-dill.de

1. Our People

- 1.1. We require our employees to comply with our core value of acting ethically, lawfully, and with integrity, honesty, and fairness.
- 1.2. Albrecht & Dill Trading GmbH believes that all workers should be treated equally, irrespective of race, sex, sexual orientation, religion, disability, age, marital status, ethnic origin, political affiliation, and union membership. Employees have a right to fair and safe working conditions.
- 1.3. We provide our staff with the necessary skills to fulfill their job and develop their potentials so they could be more efficient and effective with their responsibilities.
- 1.4. A&D has health and safety measures in place to protect the health and wellbeing of our employees; we encourage an ideal work-life balance.
- 1.5. We monitor market conditions and ensure that salaries paid our workers and other working conditions are competitive. We ensure our remuneration is fair, and reward employees for achievements and positive contributions.

2. Our Customers

- 2.1. Albrecht & Dill trading GmbH provides our customers with cocoa beans/products of the highest integrity and quality, while ensuring we meet legal and regulatory standards.
- 2.2. Operational efficiency and due diligence procurement measures are in place to ensure that we meet the needs of our customers, while balancing the need for investment and affordability to our customers.
- 2.3. We remain committed and loyal in helping our customers achieve their sustainability goals.

3. Our Suppliers

- 3.1. Albrecht & Dill Trading GmbH is committed to developing and maintaining business relationships based on fair treatment of all workers in the supply chain.
- 3.2. Albrecht & Dill Trading GmbH requires its suppliers, trade partners, commercial agents, subcontractors, distributors, and vendors to respect human rights, deforestation regulations, and all other stipulations in our supplier code of conduct.
- 3.3. We expect our suppliers to conform with all local and national laws relating to employment and social issues.

- 3.4. We expect our suppliers to oblige with requirements in our Responsible Sourcing Policy and Supplier Code of Conduct
- 3.5. Suppliers are encouraged to extend similar policies regarding sustainable sourcing to their sub-contractors and growers. Immediate remedial action will be required for any supplier found disregarding any aspect of our Responsible Sourcing Policy and Supplier Code of Conduct.
- 3.6. The commercial relationship will be reviewed with any supplier that refuses to implement measures regarding responsible sourcing and trading and in extreme cases this will result in the termination of our trading relationship.
- 3.7. We will pay suppliers on time and according to agreed terms.
- 3.8. Albrecht & Dill Trading GmbH favors long-term contracts, when and where possible, to help ensure a more stable income for farmers.
- 3.9. Child labour shall not be used. There shall be no recruitment of children within Albrecht & Dill Trading GmbH supply chain.
- 3.10. Albrecht & Dill Trading GmbH does not entertain bribery and corruption in its operations.

4. Our Shareholders

- 4.1. We aim to provide an appropriate return for shareholders and meet our commitments to providers of debt finance by ensuring our business generates an appropriate level of profit and is sustainable.
- 4.2. We prepare accounting statements on a timely basis and in accordance with applicable accounting standards.

5. Our Community

- 5.1. Albrecht & Dill Trading GmbH is committed to serving local communities in our origin countries and in our local community by providing employment opportunities and enhancing our environment.
- 5.2. We report publicly our achievements on our website and through other appropriate channels.

6. Our Environment

- 6.1. We are committed to maintaining operational standards to protect the environment.
- 6.2. Albrecht & Dill Trading GmbH requires suppliers, trade partners, commercial agents, subcontractors, and all vendors to fully respect the environment and to ensure compliance with all applicable laws and regulations at international level in producing and consuming countries.
- 6.3. It is in our Responsible Sourcing Policy and Supplier Code of conduct to protect the environment, the forests, land and water, and to commit against deforestation and minimize waste pollution. We recognize that farming commodities like cocoa has an impact on the environment, and we are committed to protecting it to ensure a sustainable cocoa sector.
- 6.4. Albrecht & Dill Trading GmbH is committed to adhering to environmental regulations in recent due diligence legislations and is also committed to ensuring deforestation free supply chains.

7. Law and Political Parties

- 7.1. We comply with all applicable laws and regulatory standards.
- 7.2. We comply with statutory obligations in relation to direct and indirect taxes, maintaining a professional relationship with all authorities and regulatory bodies.
- 7.3. Albrecht & Dill Trading GmbH does not allow contributions to any political parties and/or to candidates for public office.

8. Updates

Albrecht & Dill Trading GmbH will be reviewing and updating this code once a year. In case of changes, our stakeholders will be informed.

An updated version of the code can always be found online at our website: <https://albrecht-dill.de>