



CODE OF ETHICS

English

CODE OF ETHICS

INTRODUCTION

The mission of Albrecht & Dill Trading GmbH is to be dedicated in providing our customers with cocoa beans/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 and developing our cocoa farmer base and by increasing customer and consumer awareness about the positive impact of having sustainable value chains. This improves the quality of life of cocoa farmers and is environmentally supportive. Our long-term goal is to have a cocoa sector in which farming communities, cocoa businesses, and the environment thrive 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, keeping the environment and social issues at the core of our thinking and the way we act.

Albrecht & Dill Trading GmbH is committed to:

- 1. Resilient farmers & communities:** We want to empower farmers by helping them to increase entrepreneurial capacity.
- 2. Improve income:** We support farmers by looking at diversification of their income, lowering production costs, assisting them with making financial budgets, empowering cooperatives, strengthening our supplier relations, and making sure that farmers become economically more stable.
- 3. Enhance farmer practices & lower environmental impact:** We want to lower the negative impact from cocoa farming, particularly on the forests.

[More information on how we source can be found in our Responsible Sourcing Policy¹](#)

¹ Responsible Sourcing Policy 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, providing tools and information for employees to improve efficiency and customer service.
- 1.4. Proactive management of risks to health and safety protects the wellbeing of our employees; we encourage a sensible work-life balance.
- 1.5. We monitor market conditions and ensure our pay and conditions are competitive. We ensure our remuneration is fair, rewarding employees for achievements and positive contributions.

2. Our Customers

- 2.1. The company is dedicated to providing our customers with cocoa beans/products of the highest integrity and quality, while ensuring we meet legal and regulatory standards.
- 2.2. Diligence in procurement, technical excellence, and operational efficiency ensures that we meet the needs of our customers, balancing the need for investment and affordability to our customers.

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.
- 3.3. We expect all suppliers to conform with all local and national laws relating to employment and social issues. This policy applies to all sites operated by Albrecht & Dill Trading GmbH and to the operatives that supply products to Albrecht & Dill Trading GmbH or to customers on our behalf.

- 3.4. Suppliers are encouraged to extend similar policies 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.
- 3.5. 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.
- 3.6. We will pay suppliers on time and according to agreed terms.
- 3.7. Albrecht & Dill Trading GmbH favors long-term contracts, when and where possible, to help ensure a more stable income for farmers.
- 3.8. Child labour shall not be used. There shall be no recruitment of children within Albrecht & Dill Trading GmbH supply chain.

More information on how we source can be found in our Supplier Code of Conduct² and in our Responsible Sourcing Policy.

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

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

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 in order to ensure a sustainable cocoa sector.

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 behaviors that, directly or indirectly, offer, promise, give or demand a bribe or other undue / improper advantage, with the intention of corruption, to public officials, civil servants, members of their families, and business partners.
- 7.4. Albrecht & Dill Trading GmbH does not allow contributions to any political parties and or to candidates for public office.

8. Updates

- 8.1. A&D Trading will be reviewing and updating this code on a regular basis. In case of changes, our stakeholders will be informed.
- 8.2. An updated version of the code can always be found online at our website: <https://albrecht-dill.de>