



ETHICAL SOURCING STANDARDS

At Green & Black's we care passionately about making the best organic chocolate possible. We are proud of the taste and quality of our products. We recognise the important role that our suppliers (both direct and indirect), co-manufacturers and other business partners play in helping make this happen.

We are committed to applying **Ethical Sourcing Standards** in our own workplace and we expect our suppliers, co-manufacturers and business partners to do so too. Respect for human rights, ethical trading, organics and the environment are fundamental to how we work. We also believe that customers, consumers, government and society expect companies to behave in ethical and responsible ways.

The G&B's Ethical Sourcing Standards are based on International Labour Organisation Conventions, the UN Declaration of Human Rights, the Ethical Trade Initiative Basecode and take into account the Soil Association Organic Standards.

OUR STANDARDS



Human Rights and Core Labour Standards

Voluntary employment - workers enter voluntarily into employee contracts. Employers should not hold or control the identity papers of their workers or retain a money deposit. Slave labour, forced labour, indentured labour and the use of prison labour are not acceptable. Workers are free to leave their employer after reasonable notice.

Freedom of association and right to collective bargaining - employees should be permitted to join legally recognised labour/trade unions if they wish. Union representatives and members should not be discriminated against. Collective bargaining should not be obstructed.

Children and young workers - children work only under circumstances that protect them from physical risks and/or other risks which can harm them mentally, emotionally or spiritually. Worst forms of child labour are not acceptable. The employment of anyone under the age of 18 must not interfere with their education, which means that children under the minimum school leaving age must not be employed full-time.

Harassment, Harsh, Inhumane Treatment - all employees should be treated with respect and dignity and not be subject to verbal, physical, or sexual persecution, bullying, harassment, harsh or inhumane treatment in the workplace.

Equal employment opportunities, discrimination - provide employees with equal employment opportunities and do not discriminate based on gender, ethnicity, race, religion, disability, caste, social status, marital status, sexual preference, union membership or political affiliation. Promote diversity and value different contributions that individuals make.

Opportunity for development - value employees and reward them with opportunities for personal and job/career development.

Health, Safety, Hygiene

Create and provide a healthy, safe and hygienic work environment for employees and for products/services provided. Abide by relevant health and safety laws, including food safety regulations. Supply necessary safety equipment and training. Ensure that there are rest periods, suitable sanitation and potable water facilities. Working hours should neither be excessive nor contribute to an unsafe work environment.

Work Hours and Fair Remuneration

Work hours are reasonable. Remuneration is fair, aims for a living wage and is, at a minimum, comparable to that offered by similar companies and in line with normal industry standards. Work hours and remuneration should meet local legal minimum standards and comply with local laws. Workers should have a written understanding of their employment contract. Overtime should generally be worked on a voluntary basis and paid at a premium. All obligations in respect of local social security payments and provisions must be met. Deductions from wages as a disciplinary measure are not permitted.

Environment

Minimise harm to the environment. Be carbon, energy, water and packaging conscious and work towards reducing these. Comply with local environmental laws, as a minimum.

Organic & Sustainable Agriculture

Sustainably source agricultural raw materials in a way that meets current needs without compromising the ability of future generations to meet their own needs. Protect related ecosystems, habitats, biological diversity and wildlife conservation related to growing the raw material. Organic products should be handled in accordance with certificated organic standards. This includes all aspects of farming, processing, manufacturing, packing and transport.

G&B's recognises that no set of standards can deal with all situations and that some may need to be applied according to local frameworks or cultural sensitivities. Please talk to your contact at G&B's if you have any questions.

We are asking all of our direct and indirect suppliers, co-manufacturers and business partners to commit to our Ethical Sourcing Standards and participate in our Ethical Sourcing Programme. It is a requirement for working with us and we will provide guidance to support this.

**Our approach is to work together with our suppliers, co-manufacturers
and business partners to apply our Ethical Sourcing Standards.**

If you have any questions about these standards or our programme,
please contact us at:

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