



Code of Conduct



Code of Conduct for Suppliers of Bonne Juomat Ltd 8.9.2025

Introduction

Bonne Juomat Ltd is committed to conducting responsible business and promoting sustainable development. Suppliers play a key role in achieving this goal. Through consistent ethical principles, Bonne can ensure the responsible production and distribution of its products. This guideline defines the minimum requirements that suppliers must follow in their operations and supply chains.

The purpose of the Code of Conduct distributed to suppliers is to promote respect for universally accepted human rights and principles of responsible business. These principles are defined in the UN Declaration of Human Rights and the International Labour Organization (ILO) conventions on fundamental principles and rights at work.

Principles of Operation

Compliance

Suppliers must comply with all applicable laws and regulations in all their areas of operation.

Data Security

Suppliers must respect the privacy of their business partners and employees and protect their data from misuse.

Integrity and Transparency

All forms of corruption are prohibited, including giving or receiving bribes, extortion, and embezzlement. Suppliers must have appropriate procedures in place to prevent corruption.

Unfair trading practices are not allowed. Business and relationship-related information must be documented accurately and transparently. Suppliers must comply with export and international trade regulations and must not engage in money laundering.

Conflicts of interest with Bonne must be avoided, and any potential conflicts must be handled openly. A conflict of interest refers to situations where obligations and personal interests conflict, such as a Bonne employee or their family member having ownership in a supplier company.

Gifts and Visits

Business-related gifts offered to Bonne or its employees must be reasonable in cost and nature and serve only professional business relationships.

Suppliers must not accept gifts or personal benefits from their own suppliers that could influence business decisions related to operations with Bonne.

Reporting Issues

Suppliers must protect employees who report or complain about misconduct, and no negative consequences should result from such reporting.



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Environment

Suppliers must comply with local environmental laws and permits in all their operations.

Climate Change

Suppliers are expected to consider the 1.5°C reduction pathway defined in the Paris Climate Agreement in their operations.

Suppliers must identify, manage, and reduce significant environmental impacts of their operations and demonstrate continuous improvement in environmental protection. This requires reasonable actions to protect the environment and improve the efficiency of natural resource use.

Suppliers must also assess the climate impact of their operations and take reasonable actions to reduce greenhouse gas emissions.

Hazardous Materials and Handling

Suppliers must be aware of hazardous materials, chemicals, and substances and ensure they are handled, stored, recycled, and disposed of safely and appropriately. Employees handling hazardous substances must receive proper training.

Food Safety

Traceability

Suppliers must be able to trace the origin of all food products and raw materials back to primary production and ensure that local legislation has been followed in the manufacturing process.

Organic Products

Organic products and raw materials must be produced in accordance with EU organic legislation. If products are marketed with the label “organic baby grade”, the supplier must annually provide an organic certificate (e.g., EU Baby Food requirements or equivalent). Bonne Juomat Ltd has the right to request an audit report. The supplier must also provide annual pesticide analysis reports.

Working Conditions and Human Rights

Human Rights

The supplier must respect the international human rights defined by the United Nations. The supplier must commit to the fundamental principles of work as defined by the International Labour Organization (ILO).

Child Labor

Child labor is prohibited. Suppliers must not employ individuals younger than the legal minimum age. They must verify the age of job applicants and take appropriate measures to ensure that child labor is not used in production or facilities. Young workers must not be assigned to night shifts and must be protected from working conditions that could endanger their health, safety, or development.

Forced Labor

Forced labor is prohibited. Work must always be voluntary, without threats or consequences. Employees must have the right to leave the workplace after their shift and to resign with reasonable notice. Employers or their representatives must not charge recruitment fees or require deposits or the surrender of personal documents.

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Discrimination, Harassment, and Abuse

Suppliers must treat employees with respect, dignity, and equality without discrimination. Discrimination based on race, gender, age, or status is prohibited. All forms of harassment, threats, or abuse are strictly forbidden. Pregnant employees or those who have recently given birth must be provided with legally mandated support measures, such as parental leave or adjusted work arrangements.

Working Hours

Working hours must comply with laws and industry standards. Employees must be guaranteed at least one day off per seven-day period, and overtime must be voluntary. Overtime must be compensated according to legal or industry standards. Overtime must not be used as a substitute for regular working hours. Employees must have the right to annual leave and sick leave without negative consequences.

Employment Relationship

All employment relationships (including those hired through intermediaries) must meet the minimum requirements of the host country's labor laws, such as rights to leave, sick leave, and protection against dismissal. At the start of employment, employees must be provided with a clear written explanation of the terms of employment. All employees' human and labor rights must be respected. Employers must not circumvent obligations by, for example, chaining fixed-term contracts. Apprenticeships must not be used to replace regular tasks or permanent employees.

Wages

Employees must be paid in accordance with legal requirements and applicable collective agreements. Wages must be sufficient to cover basic needs and ensure a decent livelihood. Deductions from wages, such as advances or housing costs, are allowed only with the employee's consent. Wage deductions as disciplinary measures should be avoided.

Freedom of Association

Suppliers must respect employees' rights to join trade unions, form them, and engage in collective bargaining. Employees, their representatives, or union members must not be subjected to harassment, threats, or retaliation for lawful activities. Employee representatives must be provided with necessary facilities and access to the workplace to carry out their duties.

Rights of Local Communities - Land Use

Suppliers must respect the rights of communities to land and natural resources. Land acquisition must follow legal ownership rights, and land grabbing is prohibited.

Occupational Safety

Working Conditions

Employees must be guaranteed a safe and healthy working environment that is fire-safe, structurally secure, and has adequate ventilation and lighting, clean toilet facilities, drinking water, and appropriate spaces for food storage.

Health and Safety

The supplier must have a system in place to identify and assess health and safety risks for employees. The needs of pregnant and breastfeeding women must be taken into account. Hazards must be eliminated, isolated, or controlled as effectively as possible. Employees must be provided with appropriate and well-maintained personal protective equipment and guidance on its use. All accidents must be recorded and investigated. Additionally, employees must receive regular and documented occupational safety training and be provided with appropriate health services.

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Emergency Situations

Potential emergencies must be prepared for with clear emergency procedures. These include, for example, notification and evacuation procedures, training and drills, functioning alarm systems, emergency exits, and fire extinguishing equipment.

Implementation and Monitoring of This Guideline

Implementation

The supplier must implement the requirements of the Code of Conduct in its own operations and include at least equivalent requirements in its own supply chain. The supplier must maintain appropriate evidence to demonstrate compliance.

Monitoring

The supplier agrees that Bonne Juomat Ltd has the right to monitor compliance with the Code of Conduct. Monitoring is carried out through audits or by requesting documents or self-assessments. Audits and self-assessments are arranged in a manner agreed upon by Bonne Juomat Ltd and the supplier, e.g., by a third party.

Reporting and Correction of Issues

Our goal is an open and honest relationship with suppliers and distributors, based on mutual trust and cooperation. We recognize that global supply chains can be complex and that non-compliance may occur. We encourage our suppliers to openly discuss any challenges in implementing the Code of Conduct within the supply chain.

If the supplier identifies non-compliance in its operations, we expect the supplier to take corrective actions in a respectful and inclusive manner.

Violations and Termination Rights

The Code of Conduct is an essential part of all agreements between Bonne Juomat Ltd and the supplier.

If Bonne Juomat Ltd becomes aware of a violation of the Code of Conduct, it has the right to demand corrective actions, which the supplier must implement immediately.

Acknowledgement by the Recipient

As a supplier of Bonne Juomat Ltd, we confirm that we have received the Code of Conduct for Bonne Juomat Ltd's distributors and suppliers. We have reviewed its contents and ensure that the guidelines are accessible to all employees of our company. We commit to complying with the principles and requirements of this Code of Conduct and will provide explanations and/or certificates to Bonne Juomat Ltd upon request within a reasonable time.

Company:

Date and Place:

Signature:

Printed Name and Position of the Signatory: