

We-Mix Global Ltd., established in 2024, is committed to conducting business with integrity, transparency, and respect for human rights, environmental responsibility, and international trade regulations.

This Supplier Code of Conduct outlines the minimum standards expected from all suppliers, producers, processors, traders, logistics partners, and service providers working with We-Mix Global.

Compliance with this Code is a condition of doing business with We-Mix Global Ltd.

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## 2. LEGAL AND REGULATORY COMPLIANCE

Suppliers must:

- Comply with all applicable local, national, and international laws and regulations.
- Adhere to trade compliance regulations, including sanctions, export controls, and customs requirements.
- Maintain all required licenses, certifications, and permits relevant to their operations.
- Comply with food safety and agricultural regulations where applicable.

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## 3. BUSINESS ETHICS & INTEGRITY

Suppliers must conduct business ethically and with integrity, including:

### 3.1 Anti-Bribery and Anti-Corruption

- Zero tolerance for bribery, facilitation payments, kickbacks, or improper financial advantages.
- Compliance with international anti-corruption standards.

### 3.2 Fair Competition

- No involvement in price fixing, market allocation, or anti-competitive practices.

### 3.3 Conflicts of Interest

- Disclose any potential conflicts of interest that may affect commercial relationships.

### 3.4 Accurate Records

- Maintain accurate financial, operational, and shipment documentation.
- Ensure transparency in invoices, bills of lading, certificates of origin, and quality documents.

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## 4. HUMAN RIGHTS & LABOUR STANDARDS

We-Mix Global expects suppliers to uphold internationally recognized human rights principles.

Suppliers must:

### 4.1 No Child Labour

- Prohibit the use of child labour in accordance with ILO standards.
- Implement systems to verify worker age.

### 4.2 No Forced or Compulsory Labour

- No bonded labour, slavery, trafficking, or involuntary prison labour.
- Workers must be free to terminate employment in accordance with legal requirements.

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#### 4.3 Fair Wages & Working Conditions

- Comply with minimum wage laws.
- Provide safe and hygienic working environments.
- Respect working hour regulations.

#### 4.4 Non-Discrimination

- No discrimination based on gender, ethnicity, religion, nationality, disability, or other protected characteristics.
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### 5. ENVIRONMENTAL RESPONSIBILITY

Suppliers must operate in an environmentally responsible manner and minimize environmental impact.

This includes:

- Compliance with environmental laws.
- Responsible waste management.
- Reduction of emissions where possible.
- Sustainable agricultural practices.
- Prevention of deforestation (especially in cocoa and agricultural sourcing regions).
- Responsible water usage.

Where applicable, suppliers are encouraged to pursue certifications such as:

- Rainforest Alliance
  - Fairtrade
  - Organic (if relevant)
  - Other sustainability standards
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### 6. RESPONSIBLE SOURCING (AGRICULTURAL & COCOA SUPPLY CHAINS)

For suppliers of cocoa and agricultural commodities:

- Ensure traceability to origin where commercially feasible.
  - Avoid sourcing from protected or illegally deforested areas.
  - Implement due diligence systems aligned with EU Deforestation Regulation (EUDR) where applicable.
  - Support ethical farmer engagement practices.
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### 7. PRODUCT QUALITY & SAFETY

Suppliers must:

- Meet agreed product specifications.
  - Maintain quality control systems.
  - Ensure food safety compliance where applicable (HACCP or equivalent).
  - Provide valid laboratory analysis and certificates when required.
  - Notify We-Mix Global immediately of any contamination, safety risk, or quality deviation.
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### 8. TRACEABILITY & DOCUMENTATION

Suppliers must maintain documentation systems that allow:

- Traceability of goods

- Shipment tracking
- Batch identification
- Compliance verification

Documents must be available upon request for audit or compliance review.

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## 9. SANCTIONS & TRADE COMPLIANCE

Suppliers must:

- Ensure they are not listed under international sanctions.
- Avoid transactions involving sanctioned entities or jurisdictions.
- Comply with international trade finance requirements and banking regulations.

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## 10. HEALTH & SAFETY

Suppliers must provide:

- Safe working environments.
- Adequate protective equipment.
- Training for operational safety.
- Emergency preparedness procedures.

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## 11. CONFIDENTIALITY & DATA PROTECTION

Suppliers must:

- Protect confidential commercial information.
- Comply with applicable data protection laws.
- Avoid unauthorized disclosure of pricing, contracts, or client information.

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## 12. MONITORING & AUDIT RIGHTS

We-Mix Global reserves the right to:

- Request documentation demonstrating compliance.
- Conduct risk-based assessments.
- Perform on-site audits where contractually agreed.

Suppliers must cooperate fully with reasonable compliance requests.

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## 13. REPORTING VIOLATIONS

Suppliers must report any known violations of this Code to We-Mix Global management.

Reports will be treated confidentially and without retaliation.

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## 14. NON-COMPLIANCE

Failure to comply with this Code may result in:

- Corrective action plans
- Suspension of orders
- Termination of contract
- Legal action where appropriate

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## 15. ACKNOWLEDGMENT

Suppliers may be required to formally acknowledge acceptance of this Supplier Code of Conduct as part of contractual agreements.