

Voicevale Responsible Sourcing Policy

Introduction

We are suppliers of nuts, dried fruits, seeds and coffee sourced from around the world. We are committed to delivering the highest quality products while maintaining price stability, sustainability, and exceptional service to our customers.

At Voicevale, we believe that sustainable sourcing is essential for the long-term viability of our business. That is why we are committed to sourcing our products responsibly and working closely with our suppliers to ensure they meet our high standards for sustainability.

We are devoted to upholding human rights regardless of where we conduct our business. We work hard to have a positive impact on individuals and we understand that we must do our part to protect the environment and the planet's biodiversity for future generations.

Scope

This Responsible Sourcing Policy outlines the principles we require all suppliers to meet. We only conduct business with suppliers that adhere to these principles, and we expect all of them to work towards meeting our goals.

Principles:

- 1) Business is conducted lawfully and with integrity, by complying with all national and international laws and regulations.
- 2) All workers' health and safety are protected at work.
- 3) No child labour is allowed.
- 5) No tolerance for any form of discrimination and human trafficking.
- 6) All workers must be treated equally, with respect and dignity
- 7) Work is conducted on the basis of freely agreed terms, at the very least at minimum wage.
- 8) Working hours are reasonable and overtime can only be conducted on a voluntary basis.
- 9) Freedom of association and collective bargaining must be recognised and respected.
- 10) Business is conducted in a manner which embraces the planet and reduces any environmental impact.



Implementation:

At Voicevale, we strive to take a fair and open approach for complying with this policy:

- Alignment: We are committed to implement the same requirements internally as we expect from our suppliers.
- Communication: We maintain open communication lines and welcome any feedback from our business partners.
- Support: Where possible, we are ready to support our suppliers to enable them to continuously improve their way of working in line with this policy.

We expect all our suppliers to establish a management system with a due diligence approach to assess and address the risks in their own operations as well their upstream supply chain:

- Mapping upstream supply chain
- Risk assessment
- Risk mitigation
- Monitoring
- Remediation
- Continuous improvement and reporting the progress

Voicevale will continuously monitor suppliers' performance of complying with this policy by using different due diligence and verification tools. Voicevale reserves the right to request and conduct social and environmental audits at supplier's facilities as well as their upstream supply chain.