



## BELVAS CODE OF CONDUCT

(Version Française sur demande, Nederlandstalige versie op aanvraag)

### Scope

This policy is a joint working instrument that has meaning exclusively between Belvas, its employees, and its production partners.

#### 1. Background and objective

Belvas has been guided since her start in 2005 by the vision of making high quality chocolates, together with generating a fair revenue for the cocoa farmers. BELVAS stands for BELgian chocolate with Value Added for the South.

Fairtrade certificated supply chain and Organic farming combines these characteristics.

Organic farming produces raw materials that are vital for people and it is gentle on the environment at the same time.

Belvas also acts in a way that is meaningful for people by taking everyone's needs seriously:

Whether as customers who value Belvas's products and services or as partners in the production, retail partner network, or as employees who make value creation possible.

The payment of appropriate raw material prices and the maintenance of fair and long-term partnerships in the supply chain is also the joint responsibility of all participants.

The good treatment of employees and workers at all steps of the value chain, (and, as an evidence, in her own company), including fair revenue, safety of the working conditions, and environmental optimization of the processes, are integral part of the above mentioned principles.

#### 2. Commitments

Self-commitment of Belvas and its production partners

Belvas and its production partners commit themselves to comply with ethical and social standards that insure at least:

1. The Rights of Freedom of Association and Collective Bargaining
2. No Discrimination
3. Fair Remuneration, at the very least corresponding to the legal minimum wage of the respective country
4. Decent Working Hours
5. Occupational Health and Safety
6. No Child Labor
7. Special Protection for Young Workers
8. No Precarious Employment
9. No Forced Labor
10. Protection of the Environment



The Belvas products will respect all legal requirements of her category of food products, as well on the ingredients used as on the hygiene and quality control norms.

As an evidence, the Belvas employees will not accept any present or emotional influence in the context of their buying decisions whatsoever. The sole economic and code of conduct standard will drive buying decisions.

### 3. Factual Proof policy

In regard of the respect of social standards in the supply chain, Belvas commits to source FairTrade certified ingredients whenever possible, thus complying with this recognized social standard along the supply chain all the way back to the origin of the raw materials for Belvas products.

In regard of the ingredients used, the hygiene norms, and quality control, beyond legal standards, Belvas will conduct a spontaneous yearly external audit such as BRC of IFS

### 4. Handling of deviations or exceptions

At Belvas's request, the production partners can be requested information on the implementation status of the Belvas Social Standards Policy.

This includes:

- Documentation of the origin of all raw materials used for Belvas products
- Proof of compliance with social standards in accordance with the specifications described above
- The presentation of specific measures in the event of deviations
- Information on the handling of social standards within the company and the supply chain (e.g. contact persons, own company certifications, goals and developments)

### 5. Specific proof

Belvas can carry out risk-oriented random checks and request the specific proof of compliance for raw materials. The same applies in the event that press reports, inquiries from stakeholders or other incidents require this or the regular report leaves significant questions unanswered.

### 6. Archiving and protection of confidential information

Belvas archives the following documents:

- certificates or audit reports sent, e.g. in the context of regular reporting, random checks or new products
- the annual reports, which contain the implementation of the progress

Belvas maintains confidentiality regarding the contents of the before mentioned documents in all details but reserves the right to make anonymous mentions of the reported facts in its communication to third parties.

Thierry Noesen  
Founder, Administrator ; August 2024