

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

THE COFFEE QUEST GROUP
December 2023

1. Foreword

Welcome to The Coffee Quest's Corporate Social Responsibility (CSR) Policy, a testament to our commitment to environmental and social responsibility. From its inception, our company has been deeply rooted in a profound connection with environmental and social issues. In the pursuit of continuous improvement, 2023 marks a pivotal moment in our journey, witnessing significant strides in the professionalisation of our governance structures.

A dedicated team has been established to champion impact within our organisation and spearhead transformative projects, particularly in Colombia. These initiatives aim to address local challenges faced by our stakeholders, with a special focus on uplifting and empowering coffee farmers. This CSR policy reflects our dedication to making a positive difference, not only within our company but also in the communities we touch.

We invite you to join our Quest!

2. The Quest

Since its founding, *The Coffee Quest*, consisting of The Coffee Quest Europe, The Coffee Quest Colombia, The Coffee Quest US and The Coffee Quest Brazil, has believed strongly in the principles of Corporate Social Responsibility. We aim to achieve commercial success whilst staying true to our core values: that everyone in the coffee supply chain is respected, treated as equal partners and has the freedom and opportunity to develop their lives as they wish.

2.1 Our Governance Structure

The Coffee Quest is a young, ambitious and socially-orientated green coffee company. Our team of around 50 coffee professionals is based in 4 countries around the world: Colombia, Brazil, The Netherlands and The United states.

In both Brazil and Colombia, the teams participate in active sourcing, pre-selecting and managing logistics of coffees, by maintaining close relationships with farmers and cooperatives. In Colombia, TCQ operates its own Dry Mill and processing station, as well as 3 regional buying stations across Huila and Antioquia. These enable the TCQ to purchase from smallholder farmers directly, support them in processing and value-addition, and to direct resources where they can achieve maximum impact.

This coffee is then, with the help of the Dutch and US offices, distributed to roasters throughout the EMEA region and North America respectively. Together with our producers and exporters in 9 different countries, we represent the work of nearly 10,000 farming families.

Contributing and supporting The Coffee Quest's operations are a diverse collection of stakeholders, who we distinguish in the following groups:

- Management and employees of The Coffee Quest worldwide
- Management and employees of suppliers involved in the production, promotion, sales and distribution of The Coffee Quest products;
- Cooperation partners in the Netherlands;
- Cooperation partners in production countries;
- Project employees in production countries;
- Financial partners nationally and internationally.
- Our customers, especially small and medium-sized roasters, whom we try to actively participate in projects that we set up or support in production countries.

Our common objective is to build a **future-proof and profitable value chain**.

2.2 Coffee with added Value: *How we pursue the Quest*

The Coffee Quest is committed to contributing to the United Nations Sustainable Development Goals (SDG) by implementing our own **Added Value approach**, based on our core values of **Transparency, Collaboration, and Quality**.

This approach, which we define as "any action taken to increase the value of the product or service, across the supply chain stakeholders and their ecosystem", supports in particular SDG 8: Decent Work and Economic Growth. However, our pioneer projects, training and workshops contribute towards the promotion of SDGs. More information can be found in our Impact Report and Colombian Roadmap for Sustainability.

Transparency materialises in a fully traceable product from source, be that single-farmers or producer groups, to client roastery. Complete openness in pricing and production methods enables a shared understanding of the true cost of coffee production amongst stakeholders, and opens dialogue around pricing flexibility and reinvestment of profits into developing a more sustainable value chain.

The Coffee Quest collaborates closely with its partners in the value chain to improve the economic productivity and income of the small-scale coffee-producing communities often marginalised in the commercial coffee industry. It does so by supporting access to markets and long-term investments at different stages of the supply chain, to maximise environmental, social, and economic benefits. It does so by partnering with small and medium-sized roasters in consumer countries who not only share our values, but whose partnership also allows The Coffee Quest to contribute to the development of the local economy on both ends of the chain.

The extensive focus areas and scopes of these investments are laid out in detail in Section 4. Our Added Value.

The Coffee Quest pays fair prices in accordance with the quality of the product. This incentive motivates farmers to not only continue producing high quality coffees, but pushes them to continuously innovate their product. The Coffee Quest supports this steady quality improvement by providing controlled spaces for farmers to experiment with fermentation, hosting regional 'Competitions' and by supplying training run by experts in their fields.

The Coffee Quest wholeheartedly endorses the OECD guidelines (doing business with respect for people and the environment), the UN Guiding Principles for Business and Human Rights and the ILO conventions.

3. CSR at The Coffee Quest

3.1 The Scene

As traders of specialty coffee, TCQ operates within a complex sustainability landscape. The commodification of coffee over centuries and the consequential highly unequal distribution of power at different stages of the supply chain, have shaped the industry to operate in favour of larger actors, limiting the bargaining power of coffee farmers and workers.

The specialty coffee market is experiencing notable growth, outpacing the overall global coffee industry in some regions. In consuming countries like the United States and Europe, specialty coffee consumption is on the rise, with a focus on premium and high-quality offerings. The North American specialty coffee market is projected to grow by 20% year-on-year until 2030, making it the fastest-growing market globally. Similarly, Europe, with the largest share of the global specialty coffee market, is expected to see a 9% growth by 2026.

This growth of the specialty coffee industry is essential for increasing overall coffee quality and potentially raising prices for farmers. However, prices are also forced up by factors post-production further down the supply chain, such as increased gas prices, transport costs and a general living-income crisis in consuming countries. This results in a more expensive specialty product presented on a nonetheless niche and limited specialty market.

Keeping the specialty market alive and ensuring sustainable livelihoods for its dependents, especially in the face of increasingly competitive prices of commercial coffee alternatives, requires companies to prioritise traceability, due diligence and impact projects in coffee-producing communities.

For this reason, TCQ has adopted a strategy to improve the value chain of 'specialty and premium coffee' by taking control of various aspects of the chain and acting as a supply chain coordinator to guarantee quality and sustainability along the ethical compass of the specialty coffee industry. We see it as our shared responsibility that the market grows in a way that fits all actors. We believe balancing economic interests with ethical considerations is key to creating a sustainable and thriving future for specialty coffee.

3.2 The Roadmap To Full Sustainability

The Coffee Quest has identified the limitations and shortcomings in its operations along the ESG categories: Environmental, Social, and Economic and Governance.

The Coffee Quest acknowledges weaknesses in its current environmental sustainability. Notably, the use of chemical agricultural inputs is commonplace amongst many of its farmers. Furthermore, transparency lies at the core of The Coffee Quest's values, but it recognises the obstacle of a lack of knowledge, resources and data collection for product footprinting, proper water management, and environmental management plans monitoring biodiversity rates and waste management, at origin countries as well as headquarters. Recent developments in European Deforestation legislation heighten the urgency for comprehensive supply chain-wide monitoring.

In terms of its social sustainability, The Coffee Quest recognises its overall limitations on regulating European and International regulations on rights and due diligence, as well as labour and human rights policies, throughout its extended supply chain. An immediate concern is the loss of good agricultural practices, as urban migration and lack of incentives for youth to remain in the coffee

sector are leading to a knowledge drain and loss of valuable family know-how. Improvements could also be made on gender equality in the chain, including the representation of women in senior positions as well as access to male-dominated areas of the chain.

The Coffee Quest performs well in the areas of collaboration and transparency with its supply chain stakeholders, but is limited in its capacity to extend these good practices to a larger area due to its still small size. This poses a threat by International competition from larger industrial coffee producers, able to innovate quickly and offer more diverse products at lower prices. These limitations also extend to the capacity to report and collect data to comply with EU regulation (eg. coordinated for EU Deforestation Regulation), as well as other policies and procedures on ethical issues.

To address the above mentioned short-comings, The Coffee Quest is drawing up our CSR actions annually placing them central to our organisational strategy. To ensure the continuous development of its sustainability efforts in the coming years, The Coffee Quest is sharing an overview (this CSR policy) and the progression publicly through a series of reports, formalised in its Environmental and Social Action Plan (ESAP). In line with the principle of transparency, The Coffee Quest shares the progression of the Plan through the publication of a series of reports.

Simultaneously, The Coffee Quest runs a range of projects and regulations targeting context-specific ESG concerns. These are summarised in the following section, and available in detail in The Coffee Quest's impact report and on our website. The Coffee Quest Colombia details the planned ESG actions separately in Spanish in their "Roadmap for Sustainability" (Hoja de Ruta en Sostenibilidad) report..

4. Our Added Value

4.1 Environmental Policies

The Coffee Quest acknowledges that it has both a legal and moral responsibility to consider environmental impact at all levels of business, including its purchasing policy, and ensure that best practice solutions to manage environmental issues are incorporated in business policies. The Coffee Quest will ensure that resources are available to assist with those decisions. It will comply with all relevant laws and regulations in the countries in which it operates.

The Coffee Quest recognises that the most significant environmental aspects of its business include:

- The consumption of resources by employees including electricity, gas, fuel, water, materials and employee travel.
- The indirect impacts associated with the production of coffee, processing, transport, purchase and distribution of coffee.

The Coffee Quest will manage these environmental impacts by:

- Complying with all appropriate legal requirements.
- Developing and implementing appropriate systems and processes to monitor, control and minimise pollution.
- Working with our supply chain to minimise their environmental impact in line with our own policies.
- Monitor and report our environmental performance to the appropriate stakeholders.
- Educating and training our employees in environmental issues and the environmental effects of the activities undertaken

- Reviewing our Environmental Policy against appropriate legislation, guidance and our own business strategy.
- Reviewing our environmental objectives and targets annually.

To ensure that these policies are implemented throughout The Coffee Quest, and to drive a continual improvement in environmental performance, these policies require the support and action of all employees. communication, training, and consultation are, therefore, a key requirement at all levels. Environmental actions and performance will be reviewed annually.

4.1.1 Action: Combat the excessive use of agro-chemicals

Objectives
<p>INTERNAL / EXTERNAL:</p> <ul style="list-style-type: none"> • Minimising use of chemical inputs • Replacing chemical with organic inputs where possible • Making environmental sustainability, specifically the reusing of organic waste, a core focus of our educational programs/trainings

Actions	Timeline	Responsible
<p>The Netherlands</p> <ul style="list-style-type: none"> • Renewing Organic Certification to support Organic Certified producers. 	2024	Friso Spoor
<p>Colombia</p> <ul style="list-style-type: none"> • 'Organic Conversion' project workshops on how to convert farm biomass to organic agricultural inputs. Part of "Sustainable Coffee Challenge" in partnership with client Simon Levelt (NL) supporting 25 farmers in converting to organic production in Santa Maria. 	2020-2023	Edilberto Bacerra
<p>Uganda:</p> <ul style="list-style-type: none"> • 'Futureproof Coffee Collective Uganda' (FCC Uganda), in collaboration with the Dutch Government and local Mubende-based Brand Coffee Farm, will be converting 950 farmers of Kitenga and Kanseera Cooperative from chemical to organic agricultural inputs within the next 3 years. 	2023-2025	Alex Schumann

4.1.2 Action: Water Management

Objectives
<p>INTERNAL / EXTERNAL:</p> <ul style="list-style-type: none"> • Reducing water contamination and spread of water-borne diseases • Minimising water usage • Introducing water treatment plants to high-risk areas

Objectives
<ul style="list-style-type: none"> • Making environmental sustainability a core focus of our educational programs/trainings

Actions	Timeline	Responsible
Colombia <ul style="list-style-type: none"> • Assist farmers in efficient water management, purification, measure savings with eco-washers, and ensure water quality. For example; the installation of a water treatment plant in the community of La Sierrita (December '23), a region with exceptionally high rates of water contamination and water-borne diseases. 	2023/2024	Marco Marin
<ul style="list-style-type: none"> • Develop support programs for honey and/or natural coffee production, and increase procurement of "water friendly" coffee processing methods.. 	2025	Marco Marin
<ul style="list-style-type: none"> • Supporting farmers to use biological means to control pests and use organic fertilisers as much as possible, to reduce groundwater contamination. Part of the "Sustainable Coffee Challenge" in partnership with client Simon Levelt (NL) supporting 25 farmers in converting to organic production in Santa Maria 	2020-2023	Edilberto Bacerra

4.1.3 Action: Waste management, pollution and packaging

Objectives
INTERNAL / EXTERNAL: <ul style="list-style-type: none"> • Minimising waste and pollution • Reusing and recycling packaging and other materials • Purchasing sustainable products, where feasible (e.g. recycled, FSC or low environmental impact products). • Making environmental sustainability a core focus of our educational programs/trainings

Actions	Timeline
Netherlands <ul style="list-style-type: none"> • All waste in our Dutch installations must be recycled. Every year investigated where waste occurs and where possible to reduce waste. 	Continuous
Colombia <ul style="list-style-type: none"> • Circular economy: Improve bag recycling, sustain efforts in coffee waste valorization, and initiate a program guiding suppliers to compost organic waste for reduced 	2023-2024

dependence on chemical fertilisers. Pollution prevention is a large part of water management.	
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4.1.4 Action Transport and Carbon Footprint

We strive to use natural resources as wisely as possible and try to organise our logistics networks as efficiently and environmentally-friendly as possible.

Objectives
<p>INTERNAL / EXTERNAL:</p> <ul style="list-style-type: none"> • Minimising carbon footprint of coffee production • Improving accuracy on carbon footprint and means of mitigating it • Moving towards replacing non-reusable fuel sources with natural and reusable alternatives

Actions	Timeline	Responsible
<p>The Netherlands</p> <ul style="list-style-type: none"> • Using reusable coffee containers for internal quality control operations • Promote sustainable commute and travel options amongst employees • Calculating Carbon Footprint and publishing yearly report. • Publishing Carbon Reduction Plan by August 2024 	2023-2024	<p>Friso Spoor Alex Schumann</p>
<p>Colombia:</p> <ul style="list-style-type: none"> • Calculating Carbon Footprint and publishing yearly report. • Assess climate change risks and opportunities in The Coffee Quest's value chain. Calculate upstream and downstream product carbon footprints, establish a Carbon Neutral program based on the results, and compute Scope 3 indirect greenhouse gas emissions from The Coffee Quest's activities. 	2023-2024	<p>Marco Marin</p>

4.1.5 Action: Climate Change and EU Regulation

Objectives
<p>INTERNAL / EXTERNAL:</p> <ul style="list-style-type: none"> • Insuring full compliance with 2023 EU Deforestation Regulation throughout our supply chain • Promotion of reforestation and actively condemning deforestation within The Coffee Quest supply chain network • Making environmental sustainability and regenerative practices a core focus of our educational

Objectives
programs/trainings

Actions	Timeline	Responsible
The Netherlands <ul style="list-style-type: none"> Coordinates new imports to be in line with expected EUDR regulation. 	2024	Friso Spoor
Origin Countries <ul style="list-style-type: none"> 'FCC Uganda' is training 950 farmers and one demonstration farm in Mubende in intercropping their coffee production with native biodiversity, regenerating natural ecosystems and reducing deforestation for agricultural production 	2023-2024	Alex Schumann

4.2 Social Policies

The Coffee Quest recognizes its dual obligation, both legally and ethically, to conscientiously address social impact across all facets of its business operations, encompassing its procurement practices. The company is committed to integrating optimal approaches to address social issues within its business policies. The Coffee Quest is dedicated to allocating resources to facilitate informed decision-making in this regard. Compliance with all applicable laws and regulations in the regions of operation is paramount.

4.2.1 Action: Social Development

Objectives
INTERNAL: <ul style="list-style-type: none"> Offering good training and development opportunities where possible, in order to be an attractive value chain partner, as well as to be able to respond to changing markets and technological developments. Operating internal HR along company values of transparency and collaboration, by maintaining an open and feedback-friendly work environment EXTERNAL: <ul style="list-style-type: none"> Hire specialists and providing trainings appropriate to the needs of the communities (i.e. in business acumen for financially successful farm management, organic conversion, etc) Formalising and modernising farming operations in remote regions Supporting producers in creating new lines of services based on coffee (eg tours, tastings and farm visits)

Actions	Timeline	Responsible
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<p>Netherlands:</p> <ul style="list-style-type: none"> Periodical development and assessment interviews conducted with all direct employees. 	Continuous	Michiel Lampers/ Eva Meijer
<p>Colombia:</p> <ul style="list-style-type: none"> Enhance the personal finance education program, helping our coffee producers register at the Tax Department and open bank accounts to receive digital payments. Establish a support initiative for coffee producers to diversify income sources. Train future farmers to advise others within The Coffee Quest, improving production quality. 	2023-2024	Marco Marin
<ul style="list-style-type: none"> Procure only specialty coffee to ensure producers receive higher compensation through premiums. Strengthen and broaden the Women of Giraldo initiative to empower female producers. Provide pregnancy and child-rearing support within the Women of Giraldo program to support the continuity of women producers' activities. Fortify the Generación Joven program. Maintain support for food workshops (such as food preservation and organic gardening). Implement filters to ensure access to clean water in production units. 	2023-2024	Marco Marin
<p>Global:</p> <ul style="list-style-type: none"> Since its formation The Coffee Quest has taken clients to visit producer farms in Colombia, Ecuador, Brazil, Ethiopia, Uganda, Costa Rica, Nicaragua. Three organised trips in planning for 2024. 	2024	Eva Meijer

4.2.2 Action: Health and Safety Policy

THE COFFEE QUEST is, through the Executive Board and all levels of management, committed to ensuring, so far as is reasonably practicable, that:

- All employees are safeguarded fully in respect of health, safety and welfare whilst at work and all reasonable risks are minimised.
- Members of the public who enter our premises as contractors, employees, or visitors, are not exposed to any health and safety risks during the course of their business.
- No work is carried out by the Company or its contractors that is liable to expose employees, clients or members of the public to hazards to health, unless suitable and sufficient assessments of the risk are made and necessary measures to prevent or control the risk have been introduced. This applies also to the storage and transportation of articles and substances.

The Company has ultimate responsibility for the implementation of this policy and will ensure that the requirements of all health and safety legislation as are applicable in the countries we work in and are enforced through our internal safety manuals. The National Management Teams are responsible for the implementation of this policy within the business.

The Company's objectives are:

- To provide conditions of work for all employees which prevent any danger to health. This requires that risk assessments be carried out in order to identify risks, and standards of safety to be adopted and enforced.

- To ensure that all plant and equipment is maintained properly and that none will be used knowingly when it presents any risk to the safety of the staff or the public.
- To provide, where responsible, means of access and egress that are safe and without risks to health.
- To provide comprehensive information, instruction, training and supervision - with the objective of ensuring, so far as is reasonably practicable, the health and safety at work of every employee and visitor.
- To ensure that the health, safety and welfare of all employees is under continuous review by management at all levels

The success of this policy is largely dependent upon the total cooperation of every person who works in the Company premises or operations and all employees have a legal duty to:

- Take reasonable precautions in safeguarding the health and safety of themselves and others.
- Observe all health and safety rules and procedures laid down by the Company and use all health and safety equipment provided.
- Alert management to any potential hazard that they have noticed and report all accidents or incidents that have led, or may lead to, injury, illness or damage.
- This policy will be monitored to ensure it is effective and will be regularly reviewed and revised as necessary.

Objectives
<p>INTERNAL:</p> <ul style="list-style-type: none"> • Offering a safe workplace where all employees feel heard and comfortable. • Creating workplace safety and travel manuals. • TCQ Colombia eradication of cash payments to farms to reduce risk to our staff of robbery <p>EXTERNAL</p> <ul style="list-style-type: none"> • Improving living and working conditions of our suppliers and their workers • Promote and facilitate healthy lifestyles amongst producer communities

Actions	Timeline	Responsible
<p>Netherlands</p> <ul style="list-style-type: none"> • Quarterly check-ins with employees on work conditions and professional ambitions. 	2023 onwards	Michiel Lampers/ Eva Meijer
<p>Colombia</p> <ul style="list-style-type: none"> • Create and execute a well-being program to encourage a healthy lifestyle. Develop an Employee Policy or Handbook advocating workplace wellness and non-discrimination. Set up a yearly training schedule for all employees at The Coffee Quest. • Publication of Colombia Safety Manual: "Sistema de Gestión de la seguridad y salud en el trabajo (SG SST). • Development of Travel Safety protocol. 	2023-2024	Marco Marin
<p>Uganda:</p> <ul style="list-style-type: none"> • 'Malaria-Free World' Campaign distributing nearly 4000 mosquito nets 	2022-2023	

to 24 severely affected cooperatives in the regions of Kibengo, Kapeeka and Kitenga, in collaboration with Care Plus and Antony Mugoya, president of the Uganda Coffee Farmers Alliance (UCFA)		Michiel Lampers
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4.2.3 Action: Human Rights

Objectives
<p>INTERNAL:</p> <ul style="list-style-type: none"> Working towards compliance at all times with (inter)national laws and regulations, such as the OECD guidelines (doing business with respect for people and the environment), the UN Guiding Principles for Business and Human Rights and the ILO conventions throughout our supply chain by fostering an open and transparent relationship with our supply chain partners drawing attention to human rights abuses in the commercial supply chain (eg underpayment, etc) by openly promoting and conducting a socially responsible means of conducting business that places human rights central to operations <p>EXTERNAL:</p> <ul style="list-style-type: none"> Have all suppliers and cooperating organisations sign and abide by the supplier "Code of Conduct"

Actions	Timeline	Responsible
<p>The Netherlands</p> <ul style="list-style-type: none"> Publication of 'Code of Conduct'. All supply chain partners as signatories by August 2024 	2024	Michiel Lampers

4.2.4 Action: Equal Opportunities

The Coffee Quest recognises that there are disadvantaged groups in our society and aims to provide equality of opportunity in employment.

Internally, this means:

- to ensure that the talents and resources of employees are used to the full, no employee or job applicant shall receive less favourable treatment on the grounds of sex, marital status, race, colour, nationality, ethnic or national origins, or any other characteristic unrelated to the performance of the job.
- that all reasonable practical steps will be taken to ensure that problems relating to access or equipment do not debar disabled applicants from employment.

Objectives
<p>INTERNAL:</p> <ul style="list-style-type: none"> Job vacancies are advertised through diverse and non-discriminatory channels Candidates are accepted in accordance with the specific job descriptions and requirements Job hiring procedures are reviewed periodically to ensure that individuals are selected, promoted and treated solely on the basis of their merits and abilities which are appropriate to the job.

- Relevant training and supervision is provided to all employees involved in staff selection.
- EXTERNAL:
- Reducing the inter-generational loss of good agricultural practices by incentivising younger coffee producers to remain in coffee sector through trainings and access to education

Actions	Timeline	Responsible
<p>Netherlands</p> <ul style="list-style-type: none"> • Quarterly feedback sessions ensuring individuals are promoted and treated solely on the basis of their merits and abilities which are appropriate to the job. • Formalised onboarding procedure to ensure equal treatment for each new hire. 	2023	<p>Michiel Lampers</p> <p>Eva Meijer</p>
<p>Colombia:</p> <ul style="list-style-type: none"> • Summer 2023, First edition of Coffee Summer Camp held in Huila, where 25 children of farmers participated in workshops on various aspects of the supply chain and engaged with European roasters • 'Educational Fund': a program to support the education of rural teenagers who lack the means to pursue higher studies. This includes transportation, necessary equipment and assistance in finding scholarships. • Plans for 'Coffee Exchange' launch: a fully-funded exchange program for four accomplished young Colombian coffee professionals to intern at Man Met Bril's bar and roastery in The Netherlands 	2023-2024	<p>Marco Marin/ Ronald de Hommel</p>

4.2.5 Action: Gender Equality

Objectives
<p>INTERNAL:</p> <ul style="list-style-type: none"> • Observe gender balance within the company • Build knowledge and capacity on our approach and commitment to gender equality amongst our own staff <p>EXTERNAL</p> <ul style="list-style-type: none"> • Actively pursue positive gender equality outcomes across our local development programs to meet our gender equality standards • Promoting female farmers as principal identifier of the farm and their product(s) • Actively support the emancipation and development of women entrepreneurship in coffee business. • Registering farms as a family business, instead of sole ownership being in the hands of the man.

Actions	Timeline	
<p>Global</p> <ul style="list-style-type: none"> • Maintaining gender balance within the company. 		Management

<p>Colombia</p> <ul style="list-style-type: none"> • Mujeres de Giraldo: an initiative that empowers Colombian female coffee producers in Giraldo through workshops on farm management, production improvement, entrepreneurship etc, with financial support from supply chain partners in The Netherlands. So far 15 female producers have joined the initiative. <p>Uganda</p> <ul style="list-style-type: none"> • 'Futureproof Coffee Collective Uganda' actively tackles gender inequality as one of its core focal points. The project entails female-only training in beekeeping and mushroom production enabling financial independence through own income, the establishment of youth enterprises with gender balanced leadership and the implements the GALS methodology to enhance gender equality and communication within households. 	<p>Ongoing</p> <p>2022/2023</p> <p>2023-2025</p>	<p>Marco Marin</p> <p>Alex Schumann</p>
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4.3 Governance

The Coffee Quest affirms its commitment to robust governance practices, recognizing the imperative of both legal and ethical responsibilities in overseeing its operations. This commitment extends to establishing and maintaining effective governance frameworks across all organisational levels. The company is devoted to incorporating best practices in governance, ensuring transparency, accountability, and ethical conduct. Resources will be allocated to support the implementation of sound governance policies, and adherence to all relevant laws and regulations in the jurisdictions of operation will be unwavering.

4.3.1 Action: Direct Economic Values

Objectives Internal/External
<ul style="list-style-type: none"> • Realising an impact aimed at reducing poverty by creating sustainable employment on the coffee plantations and beyond • Enabling The Coffee Quest and its supply chain partners to remain competitive in face of the threat of commercial coffee giants • Supporting farmers in adding value to their products through trainings and financial support

Actions	Timeline	
<p>Colombia:</p> <ul style="list-style-type: none"> • Conduct an analysis of regulatory compliance across various areas (environmental, social, financial, etc.) and ensure its periodic monitoring. • Perform a biodiversity assessment with the aim of designing and executing an environmental due diligence in response to the new European law against deforestation. Implement a zero-waste 	<p>2024</p> <p>2024</p>	<p>Marco Marin</p>

<p>management system and consider certifying it to a recognized standard (such as ICONTEC's BASURA CERO or AENOR's RESIDUO CERO).</p> <ul style="list-style-type: none"> • Conduct a B-Corp impact assessment to evaluate the starting point with the goal of achieving certification. 2024-2026. • Development of 'Productores del Futuro': incentivising younger, local farmers to remain in the coffee sector by helping them add value to their product and creating sustainable employment opportunities 	2024	
	2022 onwards	
<p>Uganda</p> <ul style="list-style-type: none"> • The agroforestry training program offered by FCC Uganda presents an opportunity for extra income and soil regeneration. This initiative involves distributing 100 vanilla vines, 50 macadamia trees, 10 fruit trees, and 10 indigenous trees to member farms within two Coffee Cooperatives. 	2023	Alex Schumann

4.3.2 Action: Reporting & Collecting for Regulations

Objectives INTERNAL/EXTERNAL
<p>INTERNAL</p> <ul style="list-style-type: none"> • Operating in full compliance with EU regulations • Formalisation of company-wide Impact Departments

Actions	Timeline	Responsible
<p>Global:</p> <ul style="list-style-type: none"> • Publication annual Impact Report 	2023 onwards	Angela Capogna
<ul style="list-style-type: none"> • Publication of Social Action Plan and adherence to publication deadlines 	2023-2025	Friso Spoor
<ul style="list-style-type: none"> • Despite remaining ambiguity surrounding the specific requirement of the EU Deforestation Regulation, all imports to The Coffee Quest Europe starting 2024 will require appropriate geolocators. 	2024	Alex Schumann
<p>The Netherlands</p> <ul style="list-style-type: none"> • Development of Impact Department 	2023-2024	Alex Schumann

5. Food Safety Policy Statement

Each of us at The Coffee Quest has a moral obligation to safeguard each other, our customers and the environment by aspiring to operate a safe, injury-free and healthy workplace, and to minimise our impact on the environment.

One of our primary concerns is that the food products we distribute to our customers are prepared to the very highest standards, using quality products and ingredients and, as the very minimum, will comply with all relevant legislation and approved codes of practice.

We regularly request verifiable compliance, against these standards, from our suppliers. This is with the aim of assuring our clients and customers that we are providing food products that are safe to eat while meeting their quality expectations.

Specifically, we will require that:

- Coffee supplied to us is always processed under sanitary conditions that do not expose it to the risk of contamination.
- All necessary supplier employees are provided with the information, training and tools necessary to do their job in a hygienic and compliant manner.
- Supplier employees comply with all appropriate company food safety policies and procedures.
- Supplier management assumes the role of supervision of their employees for compliance and conformance with these standards.

Key parameters to take into account:

- Organic certification.
- Phytosanitary Checks of all exported products.
- Dry mill, safety procedures to remove any foreign objects or contaminated coffee beans.

The Coffee Quest actively organises training and on the spot workshops for small coffee producers to ensure knowledge about all standards applicable.

"It is my responsibility as Managing Director to ensure that the appropriate resources, including human and financial ones, are committed towards implementing this policy across all our operations and communicating our policies and standards to all our employees and suppliers." - Friso Spoor

This policy will be reviewed annually to ensure that it continues to reflect the aims and aspirations of the company and keeps up-to-date with legislative requirements.

Sustainable Food Policy

The Coffee Quest recognises its responsibility to provide healthy and sustainable coffee to our customers. We work to incorporate environmental, ethical and social considerations into the products and services provided. We recognise that it is our responsibility to encourage our suppliers and contractors to minimise negative environmental, ethical and social effects associated with the products and services they provide. We especially ensure that local and smaller suppliers are not discriminated against in the procurement process and in our specifications.

What is Sustainable Food?

There is no single agreed definition of sustainable food, but the following details the key areas of concern, which the company wants to address as part of a Sustainable Food Policy.

The sustainable development commission describes sustainable food as food and drink that:

- Is safe, healthy and nutritious for consumers in shops, restaurants, schools, universities etc.

- Provides a viable livelihood for farmers, processors and retailers, whose employees enjoy a safe and hygienic working environment anywhere in the world.
- Respects biophysical and environmental limits in its production and processing, while reducing energy consumption and improving the wider environment.
- Respects the highest standards of animal health and welfare, compatible with the production of affordable food for all sectors of society.
- Supports local products that keep food miles to a minimum.

Our commitment

We will make our Sustainable Food policy will be monitored and reviewed annually based on customer feedback and sales mix information.