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	Cafea UK Ltd - Human Rights Policy	Code: NCP HR 048 Issue: 1 Date: 14/05/2025

## 1. Policy Statement

Cafea UK Ltd is committed to respecting and promoting fundamental human rights throughout our business operations and supply chains. We believe in fair and ethical treatment of all people and have zero tolerance for human rights violations, particularly child labour and forced labour.

## 2. Scope

This policy applies to all Cafea UK employees, contractors, suppliers, and business partners globally, particularly in the sourcing of coffee, cocoa, and other ingredients from origin countries.

## 3. Key Human Rights Risks

Our primary concerns are:

- Child labour: Defined as work that deprives children of their childhood, potential, or dignity.
  - Forced labour: All work or service extracted under threat, penalty, coercion, or without informed consent.
- These risks are most acute at the farm or grower level in origin countries where coffee and cocoa is grown.

## 4. Gender Equality

Cafea UK Ltd is committed to promoting gender equality and eliminating gender-based discrimination across our operations and supply chains. We recognise the importance of ensuring that women and gender-diverse individuals have equal access to opportunities, representation, and protections.




Our commitments include:


- Promoting equal pay for equal work and fair treatment regardless of gender identity or expression.
- Requiring our suppliers to demonstrate gender-inclusive policies and practices.
- Encouraging safe and inclusive workplaces free from harassment, violence, and discrimination.
- Supporting initiatives that improve women's participation in agriculture and leadership roles, particularly at the grower and cooperative levels.
- Monitoring gender equality outcomes as part of our ongoing supplier assessments and certifications.

## 5. Commitments

Cafea UK commits to:

- Comply with the UN Guiding Principles on Business and Human Rights, ILO conventions, and national labour laws.
- Prohibit child and forced labour in all tiers of our supply chain.
- Use SEDEX and SMETA 4-pillar audits at manufacturing level and expand this to grower level by the end of 2025.
- Rely on suppliers to conduct labour risk assessments and report on their mitigation measures.
- Engage with certification bodies (e.g., Rainforest Alliance, Fairtrade) to ensure independent verification of human rights compliance.

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## 6. Due Diligence & Monitoring

Our due diligence process includes:

- SEDEX membership and SMETA audits at origin country manufacturing sites.
- From 2025, supplier-provided assessments of labour risks at grower level, including:
  - Country-specific and regional risks.
  - Prevalence of child and forced labour.
  - Existing controls, such as contracts, training, or grievance mechanisms.
- Review of third-party certifications and audit results.
- Corrective action plans where non-compliance is found.

## 7. Responsibilities

- Head of UK Technical: Oversees human rights due diligence and supplier engagement.
- Procurement Team: Ensures supplier onboarding and policy alignment.
- Suppliers: Must assess and address human rights risks and cooperate with Cafea UK due diligence processes.

## 8. Reporting & Remediation

- Grievance Mechanism: The German Coffee Association and the independent company Global Risk Assessment Services (GRAS) has created Ear4U, a safe, anonymous channel for reporting human rights violations. The Cafea Group is proud to be one of the coffee companies involved in this initiative and we strongly encourage our suppliers to share the details of this reporting mechanism <https://www.ear4u.org/en> throughout the supply chain to the growers.




Non-Compliance: Suppliers found violating this policy will be required to implement corrective actions. Continued violations may result in suspension or termination of contracts.

## 9. Transparency & Communication

- This policy will be published on the Cafea UK website.
- Annual progress reports on labour rights due diligence and supplier engagement will be shared with stakeholders and customers.

## 10. Review & Continuous Improvement

This policy will be reviewed annually and updated as needed to reflect changes in law, supplier practices, and stakeholder expectations.

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