

ETHICAL CHARTER AND CODE OF CONDUCT

PREAMBLE

At Vossen & Co, we believe that ethical business practices can drive transformative change for both people and the planet. We are guided by internationally recognized principles, including those set forth by the International Labour Organization (ILO), the Ethical Trading Initiative (ETI), and the amfori Business Social Compliance Initiative (BSCI). These frameworks help us to build a responsible, sustainable, and equitable supply chain. However, we aspire to go beyond these principles, integrating our own core values of environmental sustainability and social equity.

By adhering to organic and regenerative agricultural practices in the production of our essential oils, we actively protect biodiversity and ecosystems while contributing to the upliftment of rural communities. This Code of Conduct reflects not only our compliance with international standards but also our commitment to exceeding them, fostering a fairer, healthier, and more sustainable way of doing business.

We see our suppliers as essential partners in this journey. By upholding the values outlined in this Code of Conduct, our suppliers demonstrate a shared commitment to responsible business practices, sustainability, and the well-being of workers, communities, and the environment.

SOCIAL RESPONSIBILITY

› WORKER INVOLVEMENT AND PROTECTION

Workers must be informed of their rights and responsibilities and be provided with safe, supportive environments that reflect the highest ethical standards.

› FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The rights of workers to organize, form unions, and negotiate collectively must be respected.

› NON-DISCRIMINATION AND RESPECT

All forms of discrimination, harassment, violence, and degrading treatment are prohibited, ensuring all workers are treated with dignity.

› FAIR REMUNERATION

Workers must receive fair wages that comply with legal requirements and support a living standard that aligns with international norms.



› DECENT WORKING HOURS

We ensure all workers' hours comply with national laws and international standards, with no excessive hours required. Rest periods and holiday entitlements must be respected to safeguard workers' well-being.

› OCCUPATIONAL HEALTH AND SAFETY

Proactive measures must be implemented to maintain safe working environments, addressing risks and prioritizing worker health.

› PROHIBITION OF CHILD LABOUR

Child labour is strictly prohibited, with full compliance required with international conventions on minimum working age.

› SPECIAL PROTECTION FOR YOUNG WORKERS

Young workers must be provided with additional safeguards to ensure their health, safety, and development are protected.

› NO FORCED OR BONDED LABOUR

Any form of forced labour, human trafficking, or precarious employment practices is strictly prohibited. Ethical recruitment practices must be observed.

ENVIRONMENTAL STEWARDSHIP

› SUSTAINABLE AND REGENERATIVE PRACTICES

We are committed to adopting sustainable and regenerative farming practices that enhance soil health, promote biodiversity, support carbon capture, and strengthen resilience to climate change. We work closely with our farmers to encourage the adoption of these practices, minimizing environmental impact and promoting the efficient use of resources.

› ORGANIC CERTIFICATION AND STANDARDS

We are dedicated to meeting the rigorous standards for organic certification, governed by internationally recognized control systems. Our farmers and producers are expected to meet these standards, and we provide the necessary support and resources to ensure compliance and achieve certification. This ensures that all our organic oils meet stringent international and European regulations, upholding the quality and integrity of our products.

› PROHIBITION OF AGROCHEMICALS

We are committed to eliminating the use of synthetic agrochemicals in our farming practices. This approach ensures safer working environments, reduces carbon emissions from agrochemical production, and helps prevent harmful pesticide runoff into waterways. By adhering to organic methods, we support healthier ecosystems and contribute to more sustainable agricultural practices.



ETHICAL BUSINESS PRACTICES

> INTEGRITY AND TRANSPARENCY

We uphold the highest standards of integrity in all business activities. Corruption, bribery, and unethical practices are strictly prohibited, and transparency in all dealings is a fundamental expectation for our company and all partners.

> CONFLICT OF INTEREST

Potential conflicts of interest must be disclosed promptly and handled with honesty and accountability to protect the integrity of business relationships.

> CONFIDENTIALITY

Confidentiality of all non-public information obtained through professional activities is a shared responsibility. This information must be safeguarded and used only for legitimate purposes.

