

Bacchus Beverages Code of Conduct

1. Introduction

At Bacchus Beverages, we are committed to conducting business with integrity, transparency, and respect for human rights and environmental sustainability. As an importer of premium beverages, we expect all our business partners, suppliers, and third-party affiliates to adhere to the highest ethical standards and to respect the values outlined in this Code of Conduct.

This Code is a framework that governs our relationships with business partners, ensuring that all parties operate within a socially responsible and sustainable framework. By engaging with Bacchus Beverages, business partners agree to uphold the following principles.

2. Social Responsibility and Ethical Conduct

2.1 Fair Business Practices

Bacchus Beverages is committed to conducting business in a fair, ethical, and lawful manner. Business partners must comply with all applicable laws, regulations, and ethical standards in their respective countries and regions. Any form of corruption, bribery, or unethical behavior will not be tolerated.

2.2 Respect for Human Rights

We expect all our business partners to respect and uphold human rights. This includes, but is not limited to:

- Providing fair wages and working conditions.
- Ensuring non-discriminatory employment practices.
- Prohibiting forced labor, child labor, and human trafficking in any form.

2.3 Safe and Healthy Working Conditions

Business partners are expected to provide safe and healthy working environments for all employees. This includes ensuring compliance with health and safety regulations, reducing workplace hazards, and providing proper equipment and training.

3. Environmental Responsibility

3.1 Sustainable Sourcing and Production

At Bacchus Beverages, we prioritize sustainability in our business operations. Business partners are expected to adopt environmentally responsible practices, including:

- Reducing waste and promoting recycling.
- Minimizing energy and water usage.
- Sourcing materials and ingredients in a sustainable manner.

3.2 Compliance with Environmental Laws

Business partners must comply with all environmental laws and regulations and strive to continually improve their environmental performance.

4. Supply Chain Management and Responsibility

4.1 Compliance in the Supply Chain

Bacchus Beverages expects business partners to extend the principles of this Code of Conduct to their own suppliers and third-party partners. This includes ensuring that the supply chain remains compliant with all legal, ethical, and environmental standards.

4.2 Monitoring and Accountability

Business partners are required to actively monitor and assess the performance of their supply chain to ensure compliance with this Code of Conduct. Bacchus Beverages reserves the right to request reports and documentation to verify compliance.

5. Transparency and Communication

5.1 Open and Honest Communication

Business partners must communicate openly and honestly with Bacchus Beverages regarding any issues that could impact compliance with this Code of Conduct. This includes reporting any significant challenges or risks identified in their operations or supply chains.

5.2 Reporting Misconduct

If a business partner becomes aware of any violation of the principles outlined in this Code, they are obligated to inform Bacchus Beverages immediately.

6. Non-Compliance and Consequences

6.1 Corrective Actions

If a business partner fails to meet the standards set forth in this Code of Conduct, Bacchus Beverages may require corrective actions within a specified time frame. Failure to take corrective action may result in the termination of the business relationship.

6.2 Termination of Partnership

In the case of severe violations or repeated non-compliance, Bacchus Beverages reserves the right to terminate the partnership, including the possibility of legal action where appropriate.

7. Continuous Improvement

Bacchus Beverages believes in continuous improvement. We encourage all business partners to proactively seek ways to improve their ethical, social, and environmental performance. Bacchus Beverages is committed to working closely with our partners to achieve mutual goals for a sustainable and responsible future.

8. Commitment to the Code

By entering into a business relationship with Bacchus Beverages, all partners commit to adhering to this Code of Conduct and ensuring that it is effectively implemented throughout their operations and supply chains.

Effective Date: 01.09.2024

Reviewed By: Herman Christopher Øverås, CEO, Bacchus Beverages