

Social responsibility and human rights policy statement

We want everyone to be able to enjoy our products with a clear conscience. Our quality promise therefore extends to our corporate social responsibility efforts. We also have high expectations of our business partners in terms of their social and environmental responsibility, business ethics and their compliance with relevant laws and regulations. We expect our suppliers and business partners to meet these expectations throughout their supply chain by implementing effective management systems, policies, procedures and training.

We therefore insist that we and all of our business partners along the entire value chain comply with the following non-exhaustive list of documents: the United Nations Universal Declaration of Human Rights (UN Covenants I and II), the International Labor Organization (ILO) Conventions and Recommendations, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN's Children's Rights and Business Principles, and the Swiss Ordinance on Due Diligence and Transparency in relation to Child Labor.

When purchasing our raw ingredients, packaging materials, merchandising items, printed matter and miscellaneous consumables, we insist that our suppliers comply with these principles, even if it means slightly higher prices. We are committed to further reducing our carbon emissions and endeavor to meet our energy needs from renewable energy sources whenever possible.

We make every effort to continuously improve the sustainability of our business activities. In keeping with our holistic approach to social responsibility, we also ask our suppliers, customers and employees to contribute.

Our long-established risk management system enables us to assess the human rights and environmental risks that exist throughout our value chain so that we can formulate and implement measures to minimize them.

Because we believe in taking a responsible approach to the marketing of treat foods, we refrain from product advertising aimed directly at children and are reluctant to deploy price incentives in order to move large quantities of product. We endeavor to maximize our use of recyclable materials.

Our Board of Directors and Executive Board take direct responsibility for managing the implementation of this policy statement. This ensures that all parts of our company are aware of their responsibility for respecting human rights and our environment and put this knowledge into practice each day. Governance is the responsibility of our internal Sustainability Group, which coordinates activities, sets priorities and directs our company-wide efforts to uphold human rights and protect the environment. We offer regular information and awareness programs to our employees, suppliers (signing of the Code) and customers to ensure that our efforts are supported and acted upon by everyone.

If we identify violations through our risk assessment process or complaints channel, our Sustainability Group will seek quick and realistic ways to remedy the situation and, if appropriate, provide compensation. Employees and third parties can also make use of our complaints procedure



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to highlight human rights and environmental risks within the company. Complaints are recorded, processed and documented by our Sustainability Group.

Chocolats Camille Bloch SA encourages and supports employees to openly raise concerns about irregularities, misconduct and grievances. They can convey their concerns to their line manager or directly to hrdd@cbsa.ch. These reports are handled in strict confidence. The company takes every complaint seriously and maintains a clearly defined, confidential follow-up procedure. We will not under any circumstances tolerate reprisals or retaliation of any kind against an employee who exercises their right to report reasonable grievances. Such behavior will result in disciplinary action.

Our guiding principles

We do not consider sustainability's economic, environmental and social pillars to be separate: they are inextricably interconnected. We therefore look for solutions that are not only commercially but also socially and ecologically sound. Where real risks exist and Camille Bloch is in a position to exert influence, we like to take fast, practical action to reduce these risks. If our influence is insufficient, we partner with other manufacturers or participate in cross-sector projects (landscape projects).

Our 4-circle procurement strategy

Our approach to procurement (raw ingredients, materials, merchandising, work clothes and equipment, etc.) is to give preference to regional, national and European suppliers. If the products are only available from outside Europe (quantity, quality, ...), we require the supplier to furnish internationally recognized certificates on their working and wage conditions.

Traceability

Traceability is important to us. We take our responsibilities seriously and know where and how our raw ingredients have been grown. We can already guarantee the full traceability of all our cocoa beans and are working to find solutions for the traceability of our other important ingredients, such as cocoa butter and hazelnuts.

Long-term supplier relationships

We work with trusted partners and build and maintain long-term relationships with them. To underpin this approach, we expect all of our suppliers to comply strictly with all the above principles. All suppliers sign our Supplier Code of Conduct, which sets out the minimum standards we expect, and we conduct regular audits and on-site visits. Should a problem be identified, we will consult with our suppliers to find a satisfactory solution.

Locally produced energy from renewable sources

Working with a local partner, we have succeeded in meeting a third of our energy requirements from locally produced green energy. 90% of our total energy use is derived from renewable sources (wood pellet heating, heat recovery, solar, certified hydropower). We are committed to further reducing our carbon emissions by considering energy efficiency in relation to the maintenance and



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replacement of our production equipment. We also encourage the environmentally responsible mobility of our partners and employees.

We publish our sustainability strategy on our website along with an annually updated report (initiatives, objectives met, complaints).

Chocolats Camille Bloch SA
January 2023

