

CODE OF CONDUCT

PREAMBLE

The Lovenature Superfoods team believes that business success must be linked to corporate social responsibility throughout the supply chain. This includes practices that respect human and labor rights; maintaining a safe and healthy environment for all components throughout our supply chain, as well as protecting the environment and its natural resources. Values such as honesty, integrity and transparency are reflected in our culture.

All the members of Lovenature Superfoods, as well as our partners and third parties, guarantee both compliance with applicable legislation, as well as social responsibility standards.

The principles of this Code of Conduct are based on the requirements of the Universal Declaration UDHR (Declaration of Human Rights), OECD, United Nations Global Compact, ILO (International Labor Organization) regulations, ETI code.

WORK WITH MINORS

It is the responsibility of us all to collaborate to prevent the employability of underage children and any collaboration with any member who allows such practices in their factory or site that contravene the ILO standard that appear in the Convention 138.

This fundamental Convention establishes the general minimum age for admission to work or employment at 15 years (13 for light work) and the minimum age for hazardous work, at 18 years (16 under certain strict conditions). Likewise with the possibility of initially setting the minimum age at 14 years (12 years for light work) in cases where the economy and educational institutions of the country are not properly developed.

In the event that it is discovered that any child is being employed, the company will develop or contribute to policies that favor the transition period so that the child can attend and remain in a quality educational system until he or she is not, by age, a child.

Children should go to school and enjoy their childhood. Early employability has a strong impact on their development and accelerates maturity, where children receive little or no education and this fact perpetuates intergenerational poverty.

FORCED LABOR

Forced labor is also known as modern slavery, in which a person has not consented to work and where he/she cannot leave due to threat of punishment.

At Lovenature Superfoods we refuse any type of forced labor throughout our supply chain.

There will be no involuntary jobs, forced labor or slavery. All workers may leave their employment after prior notification and in no case should they leave documentation or deposits as a guarantee.

PRECARIOUS EMPLOYMENT

All workers will be aware of their rights and obligations as workers in compliance with the legislation of the place. It is mandatory to ensure their safety and health in the workplace, providing training and information.

NON-DISCRIMINATION

Discrimination of any kind is not allowed:

- Age
- Sex
- Sexual orientation

- Religion
- Disease
- Skin color
- Family situation
- Source
- Political orientation

WORKING HOURS

The working hours must be respected and limited to a maximum of hours in accordance with the law of each place. Sometimes, the circumstances of production demand a part of extra work that must be voluntary for the employee and duly paid as overtime. Abuse and extension of continued working hours is not allowed for us or for our providers.

ADEQUATE WAGES

The salary received by the employees belonging to our company as the must be remunerated in compliance with their line of work and tasks performed, as well as comply with the provisions of the laws of the place.

In any case, it must allow employees and their families to have a decent life, and it must be paid regularly.

Workers will be provided with written and understandable information about their working conditions in relation to wages before accepting employment and details of these wages during the pay period in question, when time they receive their wages.

SECURITY AND HEALTH AT WORK

All members of the supply chain will be provided with a safe and healthy environment to carry out their work, adapted to their needs.

For this, the site must have an evacuation system, an emergency, fire and safety plan, an industrial hygiene plan, electrical safety, hazardous materials handling and storage plan and offer regular training for both new and reassigned workers in health and safety matters as well as a workers health monitoring, cleaning and disinfection plan.

FREEDOM OF ASSOCIATION

Freedom of association and of collective bargaining are two of the guiding principles of the ILO.

Workers and employers have the right to establish or join organizations they deem appropriate as an integral part of a free and open society.

The employer adopts an open attitude towards the activities of the unions, as well as their organizational activities.

Workers' representatives are not discriminated against and have access to perform their representative functions in the workplace.

ENVIRONMENTAL PROTECTION

The collaboration of all is essential for the protection of the environment and its natural resources.

We offer our support to organic production with traditional systems that respects the environment.

The use of substances that are harmful to the environment will be avoided. In addition, using by-products and re-purposing products, giving them a second life will be promoted. Moreover, the use of resources will be measured and compliance with current legislation that could affect the activities will be carried out.

CONFIDENTIALITY

The confidentiality of the information exchanged during the course of business will be respected and it will never be used for illegal purposes or for personal gain. During the course of negotiations, no false information should be given.

ANTI-CORRUPTION

We categorically reject any type of practice that goes against established laws and against our ethical policy.

Offering, paying, soliciting or accepting bribes, including facilitating payments, is strictly prohibited. Bribery is the practice of offering, giving or receiving something of value to encourage or reward something that is partial, improper or illegal. It is illegal to offer a bribe or to bribe someone to influence business agreements, either directly or through third parties and to both public officials and private sector employees.



Frank Arrigazzi
CEO & Co-founder
Lovenature Superfoods

FROM THE SOURCE TO YOUR WAREHOUSE!

ADDRESS

*The Stables, Little Coldharbour Farm
Tong Lane, Lamberhurst
Tunbridge Wells
TN3 8AD Kent
England, United Kingdom*

www.lovenaturesuperfoods.com



GENERAL ENQUIRIES

Phone: +44 18 92710239

Email: hello@lovenaturesuperfoods.com