



Supplier Code of Conduct

3309 Collins Lane
Louisville KY 40245
Phone 502-255-2955
Info@mannabev.com



The Manna Beverages Code of Supplier Conduct

Being responsible is inherent to the way we think and act at Manna Beverages. Through engaging our employees, customers, suppliers and other stakeholders we work together towards:

- **Delivering Quality Products:** Providing our customers with high quality products that ensure food safety and that meet the changing needs and requirements of the consumer and constantly improving our (manufacturing) sustainability;
- **Fostering Personal Safety:** Ensuring the safety and well-being of our employees, our suppliers and the local network we are part of is priority number one; and
- **A Sustainable Planet:** Collectively with our suppliers minimizing the environmental impact of our manufacturing operations and the supply chain of our products.

In pursuit of these goals, we are committed to conduct all of our business activities in a sustainable and ethical manner. We have similar expectations of the partners we do business with and expect every supplier in our supply chain to conduct all its business operations with honesty, integrity and transparency and in accordance with the principles set out in this Manna Beverages Supplier Code of Conduct.

1. Comply with laws and regulations

Suppliers are required to comply with all applicable laws, industrial standards and regulations of the country in which they operate and where they source from.

2. Business integrity, gifts, hospitality and bribes

Suppliers shall conduct their business with integrity and shall compete fairly.

Suppliers will not offer gifts and/or hospitality of any value, directly or indirectly, in order to obtain any improper benefit or advantage. Also, suppliers are not allowed to offer any hospitality or transfer any gift of value to Manna Beverages' employees that exceeds usual business conduct in their country of operation.

Suppliers shall have a zero-tolerance policy prohibiting any and all forms of bribery, corruption, extortion and embezzlement (including promising, offering, giving or accepting any bribes).

Suppliers are expected to ensure that the sourcing of the products supplied do not finance or benefit armed groups

3. Integrity in financial reporting

The relevant accounting records and supporting documents of every supplier must accurately describe and reflect the nature of the underlying transactions, both expenses and payments must

comply with all applicable legal and regulatory requirements and accepted accounting practices. No false, artificial or misleading entries may be made in the supplier's relevant books or records. Relevant financial information must be made available immediately upon request of Manna Beverages.

4. Environment

Suppliers are committed to protect the environment in compliance with international standards relevant for their business as well as the applicable laws and regulations.

Every supplier strives to continuously minimize the adverse environmental impacts of its activities, products and services through a responsible management of environmental aspects, including, but not limited to (i) use of scarce natural resources, energy and water, (ii) emissions to air and releases to water, (iii) fertilization management, (iv) (odor, noise and dust) emission, (v) potential and actual soil erosion and contamination, (vi) reduction and recycling of (non-)hazardous waste, (vii) biodiversity, and (viii) product issues (design, packaging, transport, use and recycling/ disposal).

5. Product safety and quality

Manna Beverages is committed to ensure food safety and quality. Suppliers will monitor and address issues related to food safety and quality and their potential impact during all stages of the production process. Suppliers will keep appropriate records containing all information necessary to establish the safety of the products they deliver. Such records will be made available -immediately upon request to Manna Beverages and other parties in case of a legitimate need.

Suppliers will meet generally recognized and contractually agreed quality requirements in order to provide goods and services that meet Manna Beverages' quality standards and are safe for their intended use.

Manna Beverages highly encourages innovation, and the use of natural products and suppliers shall constantly work on improving the sustainability of the goods and services that they deliver to Manna Beverages.

6. Health and safety

Manna Beverages expects that the organizations and supply chains of its suppliers provide for healthy and incident free working environments for their employees and neighbors. Suppliers must implement appropriate controls and working procedures preventing and controlling hazards and risks related to their specific industry. As a minimum, suppliers shall provide potable drinking water, adequate restrooms, appropriate emergency procedures and first aid assistance.

Manna Beverages expects its suppliers to insist on "safety first" within the work environment.

7. Labor conditions and human rights

Suppliers shall respect the UN Universal Declaration of Human Rights and the eight fundamental Conventions of the International Labor Organization (ILO).

In particular, suppliers shall ensure that in their respective organizations and supply chain:

The minimum employment age limit defined by national law, applicable regulation and the relevant fundamental Convention of the ILO is adhered by; compulsory or forced labor is prohibited; wages and working hours meet or exceed the national legal standards; discrimination and harassment of any kind will not be tolerated; and there is freedom of association.

Manna Beverages expects its suppliers to continuously improve their overall social performance.

8. Confidentiality, privacy and intellectual property

All business information relating to Manna Beverages' businesses, properties, shareholders, business plans, organization, financial affairs and all other affairs of Manna Beverages is Manna Beverages' proprietary information. Suppliers shall ensure that confidential information is kept confidential and shall safeguard all Manna Beverages' employees' and business partners' privacy and valid intellectual property rights. Any of such information shall not be disclosed to third parties, unless Manna Beverages has authorized the supplier to such disclosure in writing.

9. Management and violations of the Manna Beverages Supplier Code of Conduct

Manna Beverages expects its suppliers to embed the Manna Beverages Supplier Code of Conduct into their organizations and their supply chain by developing and implementing appropriate internal business processes. Each supplier must be able to demonstrate compliance with the Manna Beverages Supplier Code of Conduct upon request by Manna Beverages.

Any violation of this Code must be reported directly to Manna Beverages Legal Department addressed to legal@mannabev.com. All such reports are treated as confidential.

If a supplier fails to uphold the principles set out in this Supplier Code of Conduct, Manna Beverages has the right to either propose corrective actions or to terminate the relevant agreement.