

CHILD LABOUR POLICY



○ Purpose

Establish the principles and actions through which Caravela prevents, identifies, and eliminates any form of child labor in its operations and supply chain, ensuring that children are protected, kept out of hazardous work, and have access to education and opportunities for development.

○ Statement

Caravela is committed to respecting and promoting the rights of children throughout its operations and coffee supply chain. We recognize that child labour is a complex rural issue linked to poverty, limited access to education and family livelihoods. Our objective is to prevent child labour, identify risk situations, and work collaboratively with producers, suppliers, communities and relevant stakeholders to ensure that every child is protected and able to develop in a safe environment.

○ Definitions

The definitions contained in this document are based on internationally recognized standards, including the International Labour Organization (ILO) Convention No. 138 on the Minimum Age for Employment, ILO Convention No. 182 on the Worst Forms of Child Labour, and the United Nations Convention on the Rights of the Child, as well as applicable national legislation. Where differences exist between national legislation and international standards, Caravela will apply the higher standard whenever permitted by law. The following definitions shall apply throughout this Policy.

Child: Any person under the age of 18 years, in accordance with the United Nations Convention on the Rights of the Child.

Child Labour: Child labour refers to work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical, mental, social or moral development. It includes work that interferes with compulsory education, exposes children to hazardous conditions, or is prohibited under applicable national legislation or the International Labour Organization (ILO) Conventions No. 138 (Minimum Age Convention) and No. 182 (Worst Forms of Child Labour Convention).

Young Worker: A young worker is a person who has reached the legal minimum working age but is under 18 years of age. Young workers may only perform work that complies with applicable legislation, does not interfere with their education, and does not expose them to hazardous or dangerous conditions.

Hazardous Work: Hazardous work is any activity that, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or moral development of a child or young worker. Within coffee production, this includes, but is not limited to, the handling or

application of agrochemicals, operation of machinery or motorized equipment, use of sharp or dangerous tools, carrying excessive loads, working at heights, working during night hours, or any other activity prohibited by national legislation.

Family Work: Caravela recognizes that children living in farming households may participate in light, age-appropriate family activities as part of their social and cultural development. Such participation does not constitute child labour provided that it is voluntary, does not interfere with schooling, does not expose children to hazardous work, and complies with applicable national legislation and international labour standards.

Remediation: Remediation refers to the process of protecting the best interests of the child whenever child labour is identified. This includes the immediate removal of children from hazardous work, support for continued access to education where appropriate, engagement with parents or guardians, and the implementation and monitoring of corrective action plans in collaboration with relevant stakeholders.

○ Guidelines

1. Due Diligence and Reporting Framework

- 1.1 The company will communicate the principles of this Policy to employees, suppliers, coffee producers, and other relevant business partners, and will foster understanding of applicable legal requirements and internationally recognized labour standards.
- 1.2 As part of its responsible sourcing approach Caravela implements a risk-based due diligence process to identify, assess, and monitor potential child labour.
- 1.3 Caravela maintains a confidential Transparency Line through which employees, suppliers, producers, business partners, and other stakeholders may report, in good faith, any known or suspected violations of this Policy or concerns related to child labour.
- 1.4 All reports will be handled in accordance with Caravela's Grievance Mechanism and applicable investigation procedures. Findings and reported concerns will be used to strengthen preventive measures and continuous improvement. Where child labour is identified or reasonably suspected, Caravela will assess the case, determine appropriate corrective actions, and, where required by law or where a child's safety or rights are at risk, report it to the competent authorities or designated child protection organizations. Caravela will cooperate with the relevant authorities and professionals responsible for managing the case.
- 1.5 All employees, suppliers, contractors, and business partners are expected to comply with this Policy and to promptly report any known or suspected cases of child labour through the appropriate reporting channels.
- 1.6 The Prosperity & Procurement, and People & Culture teams are responsible for supporting the implementation of this Policy within their respective areas of responsibility, while Executive Management is responsible for overseeing its effective implementation and promoting a culture of respect for children's rights and responsible business conduct.

- 1.7 Any suspected case of child labour may be reported confidentially through Caravela's Transparency Line or other available reporting channels.
2. Caravela requires all businesses with which we work, including suppliers, contractors, service providers, and business partners, to comply with the standards established by the International Labour Organization (ILO) and applicable local laws regarding the employment of children and young people. In particular:
 - 2.1 Children must not be recruited before they have reached the age of completion of compulsory schooling, and in any case not before the age of 15; and
 - 2.2 Those under 18 must not be required to perform hazardous duties, or any activity that jeopardizes their health and safety. They will not use or transport any heavy or dangerous equipment or chemicals or operate vehicles when working.
 - 2.3 To adopt policies and procedures within their own businesses to enable them (and their staff) to comply with this policy;
 - 2.4 To ensure that their staff hiring practices (including the hiring of temporary staff via agencies and similar providers) are designed to establish that all workers are giving their labour of their own volition and are not being controlled by others to any extent;
 - 2.5 To adopt policies and procedures in relation to the selection and management of their own suppliers which aim to identify and manage the risks of modern slavery and human trafficking;
 - 2.6 To maintain records to enable them to provide us with the information we need to publish an annual supply chain transparency statement; and
 - 2.7 To monitor the success of the policies and procedures described above, in order to constantly raise standards.
3. In regard to coffee grower partners, Caravela is committed to:
 - 3.1 Communicating our no child labor policy to all producer organizations and individual coffee growers we're connected with and ensure our contracts have the right stipulations
 - 3.2 Informing our coffee grower partners about the laws regarding child labour in their respective countries and educating them on the importance of adhering to and enforcing these laws in their operations
 - 3.3 Auditing our coffee grower partners Systematically to ensure they aren't involved in child labor, possibly with unannounced onsite visits too
 - 3.4 Demanding and monitoring an elimination plan in cases where we discover child labor in their farms
 - 3.5 Working together with the stakeholder to create plans to support children, keeping their best interests in mind, and make efforts to involve them and their families in the process.
4. Employment Practices Within the Company

Caravela will only hire individuals who meet the legal minimum age for employment in the country where the activity will take place, always applying the strictest standard permitted by

law or by applicable international regulations. The company will not hire persons under 18 years of age for activities classified as hazardous, unhealthy, high risk, or that could negatively affect their physical, mental, or moral development.

○ Sanctions

- Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- This policy does not form part of any employee's contract of employment and we may amend it at any time.
- We may terminate our relationship with suppliers and other business partners if they breach this policy.