

Vanilla-Trade Code of Conduct

Alfagama S.A. de C.V. & AmbientCoop
S.P.R.L.

Commitment to Ethics and Sustainability

FROM FIELD TO YOUR HANDS

FINAL CLIENT
INDUSTRY & CONSUMERS
FOOD AND BEVERAGE
COMPANIES
PREMIUM RETAIL STORES AND
SUPERMARKETS.
CHEFS, BARTENDERS, AND
DISCERNING CONSUMERS.



VANILLA-TRADE
(ALFAGAMA SA DE CV)

AMBIENTCOOP
(SHADE HOUSE &
FARMERS)



**Our Circular
Supply Chain**



VINKL UG
(EUROPEAN DISTRIBUTION)



KUAKAMA
(CONSUMER BRAND)

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Message from Senior Management

Dear collaborators, partners, suppliers and strategic allies,

It is with great pride that we present our Code of Conduct, a reflection of our values, responsibilities, and the way we do business every day at Vanilla-Trade, which integrates our entire value chain.

This code is much more than a set of rules: it is an ethical commitment to act with integrity, respect, and fairness in every decision, fostering trust, transparency, and responsibility with our partners, producers, and customers.

We encourage everyone to embrace these principles in their daily work and to share any concerns or situations that may violate them with their supervisor or management. Every contribution is valuable: together we strengthen our reputation and ensure Vanilla-Trade's sustainable growth.

With your commitment, our organization will continue to establish itself as an ethical, responsible, and respected company, proud of its roots and its transparent and sustainable practices.

Thank you for your dedication and for being an essential part of this journey.

José Manuel Rodríguez Nieto & Nadja Schumann
Founders of Vanilla-Trade



Our History / Who We Are

At Vanilla-Trade, we were founded with a clear purpose: to rescue and promote authentic Mexican vanilla, the world's first vanilla and Mexico's cultural heritage. From cultivation in agroforestry systems to international export and distribution, we work to ensure that each pod retains its essence and reaches your table with transparency, quality, and respect for those who produce it.

Vanilla-Trade is a Mexican social enterprise committed to the sustainable development of vanilla. From our plantations and cooperatives to processing and export, we seek to create a transparent, traceable, and ethical value chain that benefits both producers and consumers.

Our approach is based on three pillars:

- Quality and traceability: ensuring that each product meets the highest international standards.
- Sustainability: Protecting biodiversity through agroforestry systems and responsible agricultural practices.
- Social well-being: generating economic and social opportunities for small producers and their communities.

In this way, Vanilla-Trade strengthens the position of Mexican vanilla in international markets and ensures that this cultural heritage remains alive for future generations.



Our History / Who We Are

Vanilla-Trade, which integrates our entire vanilla value chain: AmbientCoop SPRL, Alfagama S.A. de C.V., and Vinkl UG.

- AmbientCoop SPRL cultivates vanilla in agroforestry systems with shade houses, supporting small producers through sustainable and organic practices that preserve biodiversity.
- Alfagama S.A. de C.V. processes, cures, and classifies vanilla beans, ensuring quality, certifications, and managing international logistics.
- Vinkl UG (Europe) imports and distributes Mexican vanilla in Europe, managing warehousing, B2B sales, and regulatory compliance.
- Through KuaKama, we bring premium vanilla and cocoa products to the end consumer, highlighting producer-to-table quality and authentic Mexican flavors.



Why our Code makes a difference



Ethical compliance

- Comply with all local laws.
- Promote integrity in business practices.
- Ensure transparency in operations.

Building trust

- Establish strong relationships with stakeholders.
- Promote open communication channels.
- Create a positive reputation for the company.

Sustainability and responsibility

- Commitment to fair labor practices.
- Environmental protection.
- Supporting community well-being.



Our code of conduct

Introduction

At Vanilla-Trade,(Alfagama S.A. de C.V. together with AmbientCoop S.P.R.L), we are committed to conducting all our activities with respect for people, communities, and the environment. Our approach to sustainability is based on transparency, responsible use of resources, fair collaboration with producers, and continuous improvement. Although we are still in the early stages of implementing we are aligning our strategy, culture, and operations with leading international standards and regulations on responsible business conduct, we take every step with integrity and a long-term vision of building a sustainable, fair, and deforestation-free supply chain.

This Code of Conduct for Sustainability establishes the guiding principles that inspire our daily actions:

Respect for the environment: Our goal is to protect natural resources, prevent deforestation, and minimize our impact through responsible farming and processing practices.

Responsible use of water: Water is a vital resource for vanilla and local ecosystems. We are committed to managing it consciously, efficiently, and sustainably.

Fair and inclusive practices: We value the rights and well-being of all people involved in our supply chain, fostering cooperation with local communities and small farmers.

Transparency and progress: We are beginning to measure our environmental footprint, implement new monitoring systems, and align ourselves with international standards such as ESG (Environmental, Social, and Governance) reporting and the EU Regulation on Deforestation (EUDR).

Continuous learning: As a small, growing company, we are committed to contributing to the major socio-environmental challenges of our time, even with limited resources. Our progress is based on time, dedication, and gradual improvements.

Our Values

01 Integrity in all our operations

Always act with honesty and transparency

02 Commitment to sustainability

Promote responsible and respectful agricultural practices

03 Respect for people

Value diversity and teamwork

Corporate Integrity

01 Compliance with current laws

All operations must follow applicable regulations.

02 No undue advantages

Avoid any practice that harms fair competition.

03 Transparency in communication

Encourage honesty in all interactions.

Ethical Practices

01 Guidelines on gifts and invitations

Be transparent in all business interactions.

02 Measures against bribery

Maintain integrity by avoiding conflicts of interest.

03 Reporting Concerns

Encourage reporting of unethical behavior without fear

Labor Standards

01 Commitment to labor justice

Forced labor practices will not be tolerated.

02 Protection of minors

Child labor is strictly prohibited

03 Fair working conditions

Fair hours and equal pay for all
Fair hours and equal pay for all staff



Vanilla-Trade's Principles and Commitments

The Vanilla-Trade Principles prescribe certain values and principles to which we have committed ourselves worldwide. This Code specifies the Company Principles by outlining certain non-negotiable minimum standards (1-7 below) that we require not only of our own employees, but also of our partner farmers and their employees, or, where applicable, our subcontractors, to respect and adhere to when conducting business. It is our responsibility to inform and educate our employees, agents, and subcontractors accordingly. Vanilla-Trade (Alfagama SA de CV and our farmers Cooperativa AmbientCoop S.P.R.L). support and encourage sustainable farming practices, agricultural practices, and agricultural production systems. We continually work to improve the efficiency and sustainability of our operations.

1. Business integrity

Compliance with applicable laws and regulations of sovereign states. Improper Advantage. In all of their activities, no employee should ever, directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain business or other advantage from a third party, whether public or private. Nor should they accept such an advantage in exchange for preferential treatment of a third party.

2. Ethical practices

Gifts

Suppliers may not conduct business transactions with employees of Vanilla-Trade or its units, nor enter into business relationships that violate global anti-bribery laws, including bribes, kickbacks, or other improper or illegal payments. Giving or receiving gifts beyond a nominal value of US\$50 per year in the normal course of business is prohibited. No other benefits may be provided to employees of Alfagama SA de CV or AmbientCoop SPRL.

Invitations

Business meals and invitations should be based on the principle of reciprocity, thus eliminating any suspicion of undue influence.



Vanilla-Trade's Principles and Commitments

3. Labor standards

Prison and forced labor

Vanilla-Trade and its units, under no circumstances, use or in any other way benefit from forced or compulsory labor. Likewise, the use of bonded labor in any form, as well as the use of physical punishment, confinement, threats of violence, or other forms of harassment or abuse as a method of discipline or control, is prohibited. Alfagama SA de CV or AmbientCoop SPRL do not use factories or production facilities that force unpaid or bonded labor to perform labor. We also do not enter into contracts for the manufacture of products with subcontractors who engage in such practices or use such facilities. When a supplier uses workers who are in an official prison rehabilitation program, such an arrangement is not considered a violation of the Code.

Child labor

The use of child labor by Vanilla-Trade and its units is strictly prohibited. Child labor refers to work that is mentally, physically, socially, morally dangerous, or harmful to children. Alfagama SA de CV or AmbientCoop SPRL guarantees compliance with the principles established in ILO (International Labor Organization) Convention No. 182 of November 19, 2000, or subsequent agreements.

Alfagama SA de CV or AmbientCoop SPRL ensures that its employees work in compliance with all applicable laws and mandatory industry standards regarding the number of hours and days worked. In the event of a conflict between a law and a mandatory industry standard, Alfagama SA de CV or AmbientCoop SPRL complies with the one requiring the stricter standard.

Compensation

Alfagama SA de CV or AmbientCoop SPRL employees must receive wages and benefits that comply with applicable laws and binding collective bargaining agreements, including those relating to overtime and other premium payment arrangements.

No discrimination

Alfagama SA de CV or AmbientCoop SPRL has implemented a policy in accordance with applicable law that prohibits discrimination in hiring and employment practices based on race, color, religion, sex, age, physical ability, national origin, or any other legally prohibited basis.

Freedom of association

Alfagama SA de CV or AmbientCoop SPRL respect the legal freedom of association of our employees.

Workplace Health: Alfagama SA de CV or AmbientCoop SPRL provide their employees with safe and healthy working and housing conditions. At a minimum, they must provide potable water, adequate sanitation, fire extinguishers and essential safety equipment, access to emergency medical care, and properly lit and equipped workstations. Furthermore, facilities must be constructed and maintained in accordance with the standards established by applicable codes and ordinances.



Vanilla-Trade's Principles and Commitments

4. Product quality and safety

All products and services supplied by Vanilla-Trade and its units (Alfagama SA de CV or AmbientCoop SPRL) comply with the quality and safety standards required by applicable legislation.

5. Environment

Vanilla-Trade and its Units support and promote sustainable and responsible farming and cultivation methods. Agricultural production practices and the use and management of energy resources must meet or exceed applicable standards. Applicable laws and regulations related to environmental protection, deforestation, biodiversity, and waste and wastewater management are in line with the OECD Due Diligence Guidelines for Responsible Business Conduct. We also operate with care for the environment and ensure compliance with all applicable laws and regulations in the country where our products or services are manufactured or supplied.

6. Farmers who supply us

Vanilla-Trade and its Units ensure that associated growers or subcontractors are fully aware of the Code, its provisions, and its meaning and implications for their growing methods.

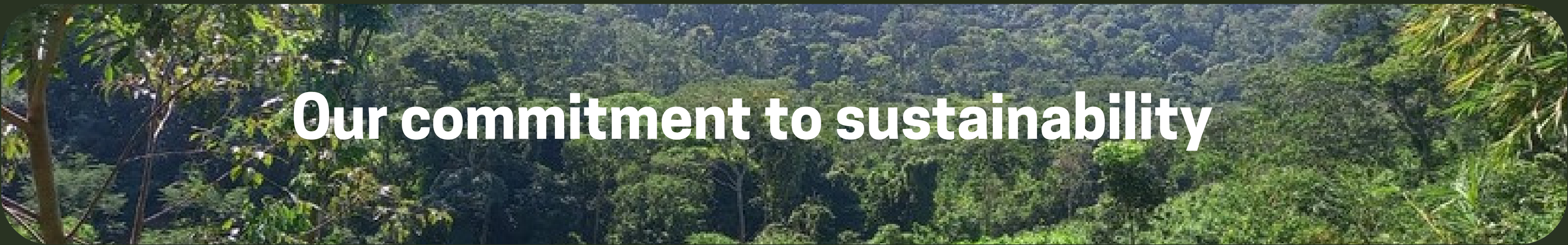
7. Audit and termination of the supply contract

Vanilla-Trade and its affiliates, Alfagama SA de CV or AmbientCoop SPRL, reserve the right to verify compliance with the Code within the facilities of their associated farmers. Should Alfagama SA de CV or AmbientCoop SPRL become aware of actions or conditions that do not comply with the Code, Alfagama SA de CV or AmbientCoop SPRL reserves the right to require corrective action. Alfagama SA de CV or AmbientCoop SPRL reserves the right to terminate an agreement with any associated farmer or employee who does not comply with the Code.



Our commitment to sustainability

Our mission is to promote sustainable agriculture through ethical practices and responsible environmental management.



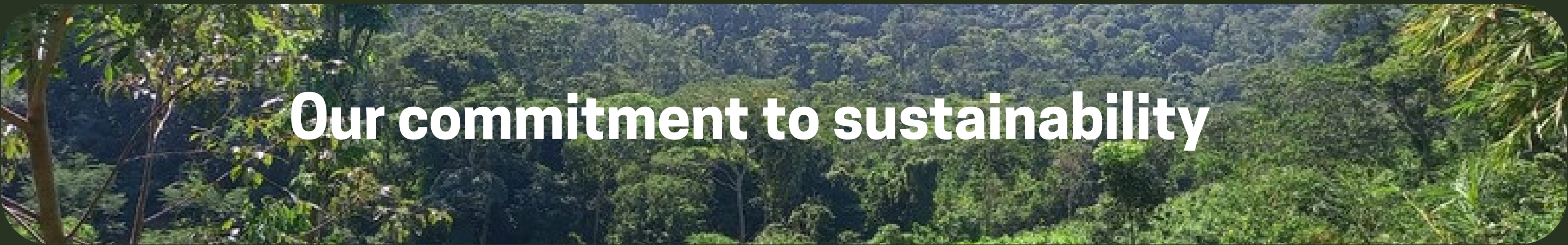
Our commitment to sustainability

Vanilla-Trade and its units recognize that vanilla cultivation and processing, as an agricultural and agro-industrial activity, can and should be a driver of sustainable development, environmental regeneration, and community strengthening. For this reason, we integrate sustainability as a cross-cutting theme in our business strategy, from our own operations to our relationships with rural communities, clients, and partner institutions.

Our commitment is based on the following axes:

- **Regulatory Compliance and Responsible Leadership:** We operate our facilities and projects in full compliance with local and international environmental laws. We strive to go beyond legal compliance by adopting best practices in environmental management and social responsibility.
- **Collaboration with rural communities:** Our partnerships with cooperatives, local producers, and community-based enterprises focus on capacity building, knowledge transfer in regenerative agricultural practices, and the creation of shared value.
- **Impact reduction and ecological regeneration:** We promote an agroforestry model for vanilla cultivation, based on efficient resource use, biodiversity protection, and ecosystem restoration. We apply circular economy principles and measure our progress through environmental performance indicators.
- **Intergenerational Commitment:** We understand that our current decisions must benefit both present and future generations. We are committed to leading with integrity, fostering innovation in sustainable processes, and strengthening local capacities to ensure the continuity of vanilla as Mexico's biocultural heritage.

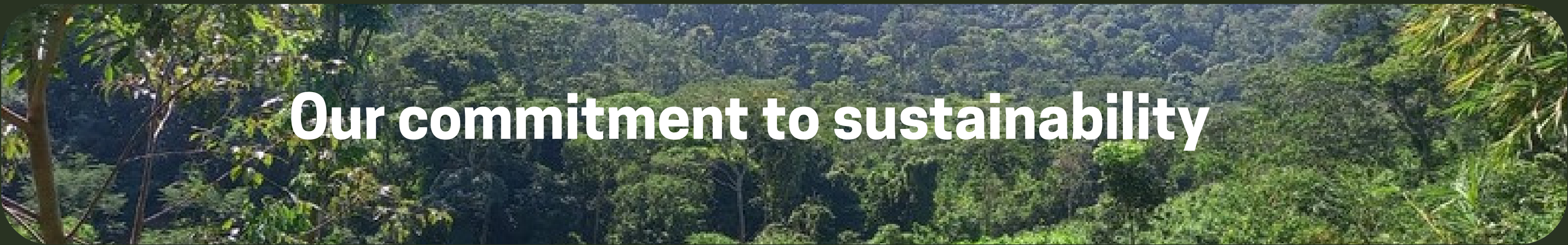
This policy will be clearly communicated to all levels of the organization, including our partners, employees, allied producers, and customers. Its implementation will be periodically evaluated, and compliance will be the responsibility of the entire management team, with technical support from external specialists and advisors.



Our commitment to sustainability

We specifically commit to:

- We strive to modernize vanilla cultivation through the future digitalization of agricultural activities to ensure better visibility, traceability, and compliance.
- Strive to prevent the release of substances that cause environmental damage to the air, water, or land.
- Train and motivate our employees to carry out their activities in an environmentally responsible and sustainable manner.
- Conserve natural resources through careful planning and efficient use.
- Minimize waste through source reduction and recycling; and reduce the consumption of natural resources in daily operations, including water, energy, and paper.
- Implement water use reduction measures, such as installing efficient technologies, water recycling and reuse systems, and training farmers and employees in water conservation practices.
- Manage and dispose of waste using safe and environmentally sustainable methods. - Conserve energy by improving energy efficiency in our operations.
- Conduct regular environmental assessments of our facilities and make recommendations for improvements.
- Encourage our trading partners to strive for the same high levels of sustainable environmental performance.
- Review the impact of our business operations on the environment and our sustainable practices during corporate planning and decision-making.



Our commitment to sustainability

We specifically commit to:

- Promote awareness among our associated farmers, business partners, and employees to increase understanding of internal and external environmental issues, aligned with the UN Sustainable Development Goals and the 2030 Agenda, striving to ensure that our activities respect and are carried out in an environmentally responsible manner. Examples of the impact of vanilla cultivation on the SDGs: SEE IMAGE NEXT PAGE

Our commitment to sustainability

Positive effects on the Sustainable Development Goals - through vanilla cultivation in Mexico -

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1 NO POVERTY

Vanilla cultivation represents a valuable cash crop with profit margins of 30–50% and a sustainable selling price of between USD 80 and USD 120. Vertically integrating smallholder farmers into international value chains through contracts can reduce rural poverty.
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2 ZERO HUNGER

2. Percentage reduction of agricultural land in productive and sustainable agriculture compared to traditional agricultural land in vanilla cultivation (20 times more production and one year less time until the start of production)
- 

5 GENDER EQUALITY

5. Vanilla cultivation in semi-intensive and intensive plantations has social benefits, especially for women, by providing permanent and temporary employment to women in the surrounding areas.
- 

7 AFFORDABLE AND CLEAN ENERGY

7. Energy efficiency: Little energy is required and energy in the production process can come from relatively inexpensive renewable energy sources.
- 

10 REDUCED INEQUALITIES

10. Promoting original Mexican vanilla not only promotes sustainability but also honors its cultural significance. Despite its small share of global production, the goal is to increase its presence sustainably for future generations.
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12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12. Circular agriculture: The use of organic materials from neighboring crops plays a key role in capturing carbon dioxide (CO₂). This approach avoids the release of CO₂ into the atmosphere that would occur through burning. Furthermore, planting contributes to CO₂ capture through the trees planted.
- 

13 CLIMATE ACTION

13. Agroforestry helps maintain soil organic matter levels and facilitates carbon sequestration to mitigate atmospheric CO₂ emissions. Our pilot shade house has 850 cocuite (*Gliricidia sepium*) trees; a second shade house is being prepared, and another 850 trees have been planted. Vanilla is an understory climber. It uses other trees to grow and find shade. Growing vanilla in agroforestry maintains forest ecosystems that are not at risk of being logged or converted.

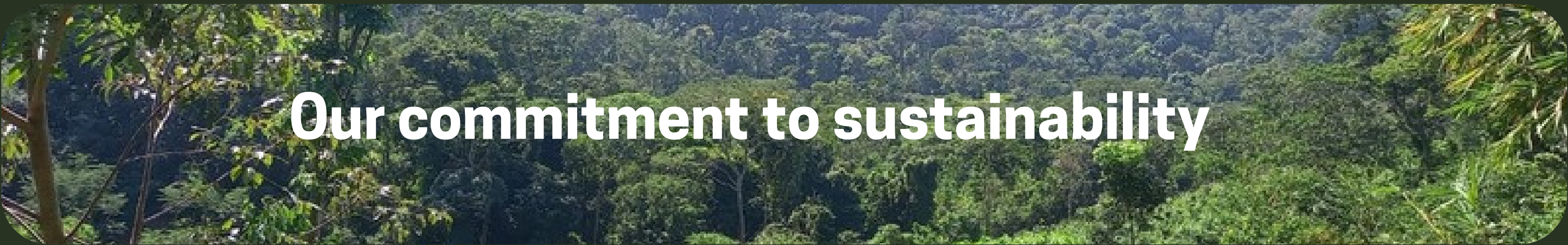
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15 LIFE ON LAND

15. Improving vanilla production in semi-technological shade greenhouses with live tree saplings leads to reduced land use, increased crop yields, deforestation mitigation, improved financial support for producers, and ecosystem preservation.
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17 PARTNERSHIPS FOR THE GOALS

17. As a member of Sedex, we are able to offer investors in the Food and Beverage sector a sustainable supply chain that complies with the latest supply chain regulations. These laws establish a legal framework designed to protect human rights and preserve the environment in international supply chains.



Our commitment to sustainability

We specifically commit to:

- **Increase awareness of climate change and improve climate-related risk assessment**, including the development of appropriate mitigation measures. - Climate change adaptation measures: resilient infrastructure (flood defenses), agricultural adaptations (maintaining or creating microclimates through agroforestry), water resource management (water conservation, improved irrigation methods, creating natural ponds as water resources), heatwave preparedness.
- **Biodiversity and ecosystem impact** management measures: reforestation or afforestation, introduction of buffer zones, reduction in chemical use, robust waste management practices.
- **Improving natural capital and increasing biodiversity**: We specifically strengthen vanilla cultivation in rural communities as a second cash crop, either through agroforestry in natural habitats or through intensive cultivation in shade houses with live tree tutors. This creates favorable microclimates, regulates temperature, and encourages CO2 capture through tree planting, while also generating more stable economic capital and diversity for our farming communities.
- **Soil protection measures**: Sustainable agricultural practices (e.g., alternative crops in combination with other crops to make shade forests more sustainable), soil quality monitoring (e.g., planting trees with soil-regenerative properties), researching accessible tools to assess nutrient levels, training in chemical-free organic farming methods to minimize soil and water pollution, and introducing soil conservation practices through recycling and circular agriculture techniques. Training and support with organic material to maintain biologically stable and healthy soil to improve plant growth and health.
- **Increase the development of strategies that benefit human health and well-being**; for example, encouraging the next generation of farmers to attend training to pass on knowledge, implementing opportunities for women in families to participate in vanilla cultivation training in pollination, cultivation, and harvesting, avoiding the use of chemicals in cultivation, and ensuring adequate safety measures when applying organic remedies.

Although Vanilla-Trade's management is responsible for implementing and overseeing this policy, all employees and those working on our behalf must share these commitments. Everyone is empowered to speak up and act to ensure these principles are adhered to.

Mechanisms for raising concerns, complaints or reports

To ensure that the values, principles, and conduct established in our Code of Conduct are adhered to, Alfagama provides its staff and other stakeholders with clear, confidential, and secure channels to report any noncompliance or irregularities.

1. Concerns can be presented through the following means:

- Email: ethicsline@alfagama.com
- Phone / WhatsApp: +52 229 152 0227

The channels are staffed by trained personnel to ensure confidentiality and respect.

2. Confidentiality and protection

- All complaints will be handled confidentially.
- No retaliation will be permitted against anyone who raises a concern or participates in the investigation.

3. Complaint handling procedure

- Receiving the complaint through any of the available channels.
- Internal investigation of the facts reported by the responsible team.
- Response or resolution of the complaint within a maximum period of 30 days.
- Communication to the complainant about the actions taken and the closure of the case, maintaining the confidentiality of the third parties involved.

4. Examples of situations that may be reported through our channels:

- Failure to comply with the values and principles of the Code.
- Inappropriate conduct, discrimination or harassment.
- Irregularities, fraud or conflicts of interest.
- Any situation that affects the integrity or reputation of the company.

5. Commitment of Vanilla-Trade and its units. Vanilla-Trade guarantees that every report will be taken seriously and handled fairly, transparently, and in accordance with the law and internal policies. Our goal is to foster an environment of respect, integrity, and trust.

Glossary

Circular supply

A system of production and consumption in which products, materials, and resources are kept in use for as long as possible through reuse, repair, recycling, and recovery, thereby reducing waste and environmental impact.

Sustainability

The ability to meet current needs without compromising the ability of future generations to meet their own needs, balancing environmental, social, and economic aspects.

Sustainable Development Goals (SDGs)

A set of 17 global goals established by the UN in 2015 to eradicate poverty, protect the planet, and ensure prosperity for all, to be comprehensively achieved by 2030. Examples include climate action, life on land, and responsible production.

EUDR (European Union Deforestation Regulation)

European Union regulation that seeks to ensure that products marketed in its territory do not come from illegally deforested lands or contribute to forest destruction. It requires companies to trace the origin of raw materials such as soy, palm oil, cocoa, coffee, and timber, promoting responsible and sustainable supply chains.

Climate change

A significant and lasting change in the Earth's weather patterns, caused by both natural factors and human activity, primarily the emission of greenhouse gases that generate global warming and extreme weather events.

Shadow house

A lightweight structure or cover used in agriculture, especially for crops such as vanilla, to provide partial shade, control solar radiation, protect against heavy rain, and foster a microclimate suitable for plant growth.

Forestry agriculture

An agricultural practice that integrates trees and shrubs into crop and/or livestock production systems, seeking environmental (biodiversity, soil conservation, carbon sequestration) and productive benefits, combining agriculture with the conservation of forest ecosystems.

Regenerative agriculture

An agricultural system that seeks to restore and improve soil health, biodiversity, and ecosystems, while capturing carbon and increasing environmental resilience, through practices such as crop rotation, composting, and permanent mulch.

Improper Advantage

A benefit, gain, or favorable treatment obtained in an unethical, unfair, or illegal way, often through bribery, corruption, or abuse of power. It is typically used in legal and compliance frameworks, especially in anti-bribery and anti-corruption laws