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VAT NUMBER: IT01532280607  
TEL +39 0775 284980 - FAX +39 0775 284468  
www.mondesir.it - info@mondesir.it

## CODE OF CONDUCT

### **Management Commitment**

Mon Desir snc is committed to promoting responsible business conduct throughout its entire supply chain, with particular reference to the sourcing and processing of Rainforest Alliance certified chocolate used in the production of packaged chocolate eggs for large-scale retail distribution.

The company recognises that its activities may generate direct and indirect impacts on human rights and the environment. It therefore adopts a preventive and responsible due diligence-based management approach, aimed at identifying, preventing, mitigating and, where necessary, remedying negative impacts on workers, local communities and the environment.

The company's Management oversees the implementation of this code, ensures the necessary resources are in place, and arranges for its periodic review.

### **Regulatory References and International Standards**

The company is guided by the following international standards and guidelines:

- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines on Due Diligence for Responsible Supply Chains
- Rainforest Alliance Standard for Chain of Custody and related sustainability requirements
- Core Conventions of the International Labour Organization (ILO)
- Applicable national and European legislation on labour, the environment and corporate responsibility

### **Human Rights and Working Conditions**

Mon Desir snc guarantees compliance with applicable regulations and commits to:

- prohibiting any form of forced labour or child labour
- ensuring safe and healthy working conditions



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- promoting a working environment free from discrimination based on gender identity, sexual orientation, race, language, religion, political opinions, and personal or social status
- respecting freedom of association and the right to collective bargaining
- ensuring compliance with contractual and remuneration obligations, guaranteeing adequate pay and timely payments
- protecting personal dignity by prohibiting all forms of harassment, abuse or degrading treatment

These principles apply to all company activities and are communicated to suppliers and commercial partners through this code, published on the company website.

### **Environmental Protection**

The company operates in compliance with applicable environmental legislation and promotes sustainable practices throughout the entire supply chain. In particular, it commits to:

- ensuring the correct management and disposal of waste generated by the production process
- reducing waste of raw materials and packaging materials
- promoting the responsible use of energy resources
- preventing air, soil and water pollution in its operations

### **Supply Chain Responsibility**

The company adopts a risk-based approach to managing its supply chain and commits to:

- sourcing certified raw materials from suppliers holding valid certification
- verifying compliance through documentary checks
- requesting evidence of compliance from suppliers
- promoting adherence to the principles of this code throughout the entire supply chain
- documenting and managing any non-conformities identified, implementing appropriate corrective actions and verifying their effectiveness

### **Ethical Conduct and Anti-Corruption**

Mon Désir snc adopts a zero-tolerance policy towards corruption, fraud and conflicts of interest. In particular, it prohibits:



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- offering, promising or accepting payments, gifts or benefits in exchange for advantages
- falsifying documents, records or compliance reports
- acting in a conflict of interest without prior disclosure to management
- obstructing inspections, audits or investigations by competent authorities or certification bodies

Confidential information relating to workers, suppliers and customers is handled in accordance with EU Regulation 2016/679 (GDPR). Data collected through the grievance mechanism is protected from unauthorised access and is not shared with third parties without consent.

### **Grievance and Reporting Mechanism**

Mon Desir snc ensures the existence of an accessible, confidential and documented channel for reporting alleged violations of the principles of this code by workers, suppliers, commercial partners and third parties.

The company guarantees:

- confidentiality of the reporter's identity, where requested
- freedom from retaliation for those who report
- registration, assessment and handling of every report received within 30 working days
- communication of the outcome to the reporter, unless a different confidentiality request has been made

### **Oversight and Accountability**

The company's Management is responsible for the implementation of this Code of Ethics.

A Rainforest Alliance Chain of Custody Manager is appointed with the task of:

- monitoring compliance with the requirements of the standard and this code
- verifying the application of internal chain of custody procedures
- coordinating internal and external audits, including inspections by certification bodies
- managing the grievance mechanism and ensuring follow-up on reports received
- reporting periodically to Management on issues identified and corrective actions taken



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## **Communication and Training**

This code:

- is communicated to all personnel involved in the management and processing of certified products
- is made available to suppliers and commercial partners through publication on the company website
- is the subject of periodic internal training, at least annually
- is available upon request to any interested stakeholder, including local communities and civil society organisations

Evidence of training activities is documented and retained as a record of the Chain of Custody Management System.

## **Review and Continuous Improvement**

Mon Desir snc is committed to the continuous improvement of its practices in the areas of sustainability, human rights and supply chain management.

Management reviews this Code of Ethics annually as part of the Management Plan review, in order to ensure its effectiveness and currency.

Ripi, 2 March 2026

Management Signature: \_\_\_\_\_

A handwritten signature in blue ink, written over a horizontal line. The signature is stylized and appears to be the name of the representative of Mon Desir snc.