



Commitment to Human Rights and Environmental Sustainability

1. With this document, Pakka AG commits to respecting the internationally recognized human rights and the environment. This includes the rights contained in the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO) and the right to clean, healthy and sustainable environment, as recognized at the United Nations in 2021.
2. **To demonstrate our commitment, we carry out human rights and environmental due diligence (HREDD)** in our business operations and relationships. This means that we actively seek to avoid causing or contributing to adverse human rights and environmental impacts. If such impacts occur, we participate in correcting them.
3. We will strengthen our due diligence process over time. This work is overseen by our CEO, Tom von Euw.
4. As a Fairtrade certified organization, we already work to prevent, mitigate, cease and remediate several adverse impacts. For example, we implement policies and plans on organic agriculture, deforestation, climate adaptation, fair procurement, strengthening of local communities and capacity building. We also run a grievance mechanism that allows anonymous complaints.
5. **We actively seek opportunities to collaborate with other supply chain actors** to strengthen our due diligence work. This is crucial to tackle such complex, systemic problems as poverty and inequality, which lie at the root of many human rights and environmental risks. In particular, we will initiate annual discussions with our largest suppliers to identify opportunities for improvement in both our own and our suppliers' ways of working, to better prevent and mitigate human rights and environmental risks and harms. **We recognize that our purchasing practices can contribute to human rights and environmental challenges in our supply chains.** We also recognize that this collaboration benefits from long-term business relationships. Further, we seek collaboration with multistakeholder initiatives, our buyers, trade associations and government agencies.
6. We recognize the importance of social dialogue with our employees, as well as dialogue with other people who may be affected by our and our business partners' operations. Meaningful dialogue can help in identifying, addressing and remediating the salient issues. We seek to pay particular attention to the perspectives of the most vulnerable groups of people.
7. We also recognize the importance of working towards living incomes for the farmers and entrepreneurs and living wages for the workers engaged in our operations and supply chains. Decent incomes and wages are pre-requisites for sufficient nutrition, education and health, environmental protection and resilience to climate change.
8. We will raise awareness about human rights and environmental sustainability and this commitment among our employees and will communicate this commitment to our business partners and other stakeholders.

This Commitment has been approved by

Ueli Baruffol, Chairman of the Board of Directors of Pakka AG
Zurich, Switzerland on 7th July 2026