



Lekker Food Collection

Code of Ethics

Message from the Founders/Owners

Our commitment to ethical behaviour and responsible business actions are at the core of Lekker Food Collection and our operations. We are committed to doing business the right way, based on a culture of ethics and compliance.

In the long term, we can successfully overcome the challenges we face as a business through moral responsibility, both as individuals and as a company. In performing the job duties, our team should always act lawfully, ethically and in the best interests of Lekker Food Collection.

This Code of Ethics of Lekker Food Collection serves as our ethical commitment to all of our stakeholders that we are committed to doing business legally, ethically and in a transparent manner.

Scope & Purpose

This policy applies to everyone we employ or have business relations with. This includes individual people such as employees, interns, volunteers, but also business entities, such as vendors, enterprise customers.

The purpose of this policy is to establish a culture of openness, trust and to emphasise the employee's and consumer's expectation to be treated to fair business practices. This policy will serve to guide business behaviour to ensure ethical conduct. Effective ethics is a team effort involving the participation and support of every Lekker Food Collection employee and team member.

Mission & Vision

Mission Statement: More than just A bakery.

Vision Statement: Providing Ireland with the taste of South Africa and France. Reducing the travel impact one bite at a time.



Company Values

Our core values at **Lekker Food Collection** are:

- Initiatives : To let our employees grow by given them the opportunities to challenge themselves
- Integrity: We will take responsibility for our actions and be aware of the impact of them.
- Accountability: To keep our processes as transparent as possible by communicating on what we do and how we do it.
- Innovation : Create new ways to work better, smarter, without compromising on quality.
- Respect : Everyone is welcome no matter their background

Commitment to Ethics

Lekker Food Collection will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the company. We will avoid the intent and appearance of unethical or compromising practice in relationships, actions, and communications. We will not permit improper behaviour at any time, and we will act ethically and responsibly in accordance with laws.

Compliance with Laws & Regulations

Our commitment to integrity begins with complying with laws, rules, and regulations. We understand and comply with the legal requirements and commercial practices of lawful business.

We are committed to adhere to every valid and binding contractual agreement that we conclude, and we do not abuse our rights.

Our employees and team members must follow applicable laws and regulations, including this Code of Ethics at all times.

Sustainability

We are committed to a sustainable future and have made sustainability a core pillar of Lekker Food Collection and our operations. We have made environmental and social commitments including reducing our water usage, reducing our food waste, reducing our packaging waste. A full overview of our sustainability commitments can be found here: https://platform.ensoinitiatives.com/public_page/lekker-food-collection-1675267440564x522583176154972160?tab=Webpage

Human Rights

We are committed to respect human dignity and rights of each individual and community whom we interact with during the course of work. We shall not, in any way, cause or contribute to the violation of human rights. Our staff shall treat everybody with dignity, respect and care and uphold human rights.



Professional Responsibility

As part of this team, we are responsible for adding value to Lekker Food Collection and contributing to the ethical success of this business. We accept professional responsibility for our individual decisions and actions and acknowledge that our behaviour will affect the credibility, reputation, and value of Lekker Food Collection.

It is our duty to take ownership for the decisions we make or fail to make, the actions we take or fail to take, and the consequences that result.

Fair Working Conditions

Lekker Food Collection commits to treating employees with dignity, respect, and justice. We are committed to promote equality in our employment practices and to fair employment and remuneration policy in compliance with applicable laws. We are firmly opposed to employ or contract child or slave labour or any form of forced or compulsory or bonded labour. We condemn all forms of illegal, unfair, unethical labour practice that exploits workforce, destroys social security, or serves as tax evasion.

Our employees and team members should act with integrity and treat their colleagues and others through the work with full respect.

Discrimination & Harassment

We provide equal opportunity in employment, and we do not tolerate any discrimination or harassment or any type from abuse. No direct or indirect discrimination shall take place based on any professionally non-relevant trait or circumstance, like gender, marital status, age, national or social or ethnic origin, colour, religion and political opinion, disability, sexual orientation, employee representation, property, birth, or other status. Any kind of discriminatory behaviour, harassment, bullying, or victimization is prohibited.

Anti-Corruption

We firmly condemn and do not tolerate all forms of corruption. It is prohibited directly or indirectly offering, promising, giving, asking, soliciting, or accepting any unfair advantage or benefit, in order to obtain, retain or facilitate in any way the business. An unfair advantage or benefit may include cash, any cash equivalent (e.g., voucher), gift, credit, discount, travel, personal advantage, accommodation, or services. We do not permit facilitation payments to government officials or private business in order to secure or speed up routine actions. Corruption also covers the misuse of function or position as well, when someone makes that false appearance that s/he improperly influences a decision maker.

Fairness & Justice

We are committed to creating and sustaining an environment that encourages all individuals and the company to reach their fullest potential in a positive and productive manner. It is the duty of our Owner, employees, and team



members to make fair decisions and act impartially and objectively. Conduct must be free from competing self-interest, prejudice, and favouritism.

Health, Safety & Environment

We provide clean, safe, and healthy work conditions and we are dedicated to maintaining a healthy environment. We are committed to minimise the impact on the natural environment of our operations. We make efforts to reduce the use of finite resources, like energy or water, and the harmful emissions, like waste.

Conflict of Interest

A "conflict of interest" exists when an employee's personal interest (that can be linked to e.g., friends, family, or customer, competitor, supplier, contractor entity, as well) interferes or potentially interferes with the best interests of Lekker Food Collection. We must protect the interests of our stakeholders as well as our professional integrity and should not engage in activities that create actual, apparent, or potential conflicts of interest.

Determining whether a conflict of interest exists is not always easy to do, thus anyone with a conflict-of-interest question should seek advice from management.

Conflicts of interest could arise:

- Being employed (you or a close family member) by or being in economic relation with an actual or potential customer, competitor, supplier, or contractor.
- Hiring or supervising family members or closely related persons.
- Serving as a board member for another company or organization.
- Owning or having a substantial interest in a customer, competitor, supplier, or contractor.
- Having a personal interest, financial interest, or potential personal gain in any company transaction.

Privacy & Data Protection

We respect people's privacy, and we acknowledge customer, employee and other stakeholder needs to feel confident that their personal data is processed appropriately and for a legitimate business purpose. We are committed to comply with all personal data protection laws. We only acquire and keep personal information that is necessary, and we give proper information on these activities to data owners. We implement proper security measures to assure confidentiality, integrity, and availability of personal information.

Our employees and team members must observe the legal requirements, apply compliant practices, and follow related procedures to ensure legality of personal data handling and processing activities.

Policy Compliance

The Owner will verify compliance to this policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback.

