



FairBotanicals

Ethically Sourced, Expertly Supplied

SUPPLIER & FARMER CODE OF CONDUCT

***Responsible sourcing standards for FairBotanicals' agricultural
and botanical supply chains***

**Version 1.0 | June 2026
For consulting and supplier onboarding**

Document status and intended use

This code of conduct is designed for an early-stage B2B botanical sourcing business. It establishes clear minimum safeguards while recognising that smallholder farmers, cooperatives, aggregators and local processors may need time, training and practical support to build stronger systems. It is intended to be proportionate, risk-based and improvement-oriented rather than a certification claim.

Field	Details
Document owner	FairBotanicals
Version	v1.0
Effective date	To be approved
Review cycle	At least annually, and when material legal, product or sourcing risks change
Applies to	Suppliers, cooperatives, farmer groups, aggregators, processors, packers, warehouses, logistics providers, agents, labour providers and relevant subcontractors
Approval	Founder / Managing Director and designated quality or sustainability lead
Related documents	Supplier onboarding questionnaire; product specification; purchase contract; corrective action plan; grievance log; traceability records

Important: This document is a practical procurement and due-diligence tool, not legal advice and not evidence of certification. Local law and contractual requirements always apply. Where this Code and local law differ, the higher lawful standard should be followed where feasible, without causing harm to workers or farmers.



A message to our supply partners

FairBotanicals was established to connect Africa's botanical origins with the quality, transparency and reliability expected by global buyers. We believe responsible sourcing

is built through long-term relationships, clear expectations and a willingness to solve problems together.

This Code sets the minimum standards we expect across our supply chain. It covers human rights, decent work, farmer relationships, environmental stewardship, product quality, traceability and ethical business conduct. It also explains how we will assess performance and respond when gaps are identified.

We do not expect every smallholder or early-stage supplier to have sophisticated management systems from day one. We do expect honesty, cooperation, respect for non-negotiable rights and a credible commitment to improve. Serious abuses such as forced labour, the worst forms of child labour, sexual exploitation, deliberate product adulteration, bribery, illegal land acquisition or intentional concealment of critical risks are incompatible with doing business with FairBotanicals.

Our approach is to prevent harm, build capability and verify progress. We aim to match our expectations with fair purchasing practices, realistic timelines, clear specifications and constructive support.

Founder, FairBotanicals



Contents

- 1 Purpose, scope and guiding principles
- 2 How to use this Code
- 3 Human rights and decent work
- 4 Responsible farmer and community relationships
- 5 Health, safety and worker welfare
- 6 Environmental and agricultural stewardship
- 7 Quality, food safety and product integrity
- 8 Traceability, documentation and transparency
- 9 Ethical business conduct
- 10 Implementation, assessment and improvement
- 11 Reporting concerns and grievances
- 12 FairBotanicals' commitments

Annex A	Minimum evidence checklist
Annex B	Farmer-friendly field summary
Annex C	Acknowledgement and improvement plan
Annex D	Reference frameworks

1. Purpose, scope and guiding principles

1.1 Purpose

The Code translates FairBotanicals' sourcing values into practical expectations for the people and organisations that grow, collect, aggregate, process, pack, store or transport botanical materials. Its objectives are to protect people and nature, strengthen product integrity, improve supply-chain visibility and support reliable long-term trade.

1.2 Scope

The Code applies to all direct suppliers and, in proportion to risk and influence, to their upstream suppliers and service providers. It covers farms, wild-collection areas, processing and drying sites, warehouses, transport activities, labour arrangements and community interfaces connected with goods supplied to FairBotanicals.

1.3 Definitions

Supplier: Any company, cooperative, association, trader, processor, aggregator, agent or service provider contracting with FairBotanicals.

Farmer or collector: A person or household cultivating, harvesting or wild-collecting botanical or agricultural materials.

Worker: Any permanent, temporary, seasonal, migrant, casual, family or contracted worker, including piece-rate workers.

Severe issue: An actual or likely impact involving serious harm, illegality or deliberate concealment, such as forced labour, hazardous child labour, sexual violence, fatal safety risk, bribery, intentional adulteration or illegal land clearing.

Corrective action plan: A documented set of actions, owners, evidence and deadlines agreed to address a gap.



1.4 Guiding principles

- Respect internationally recognised human rights and the ILO fundamental principles and rights at work.
- Comply with applicable law, product specifications and contractual obligations.
- Prevent harm first; where harm occurs, cooperate in remediation.
- Apply a risk-based and proportionate approach that recognises the realities of smallholders and informal rural economies.
- Maintain transparent, traceable and truthful records.
- Pursue continuous improvement without using good performance in one area to excuse harm in another.
- Engage farmers and workers respectfully and without retaliation.

Three levels of expectation

MUST requirements are mandatory and include non-negotiable safeguards. SHOULD requirements are expected where relevant and proportionate. PROGRESSIVE requirements may be implemented through an agreed improvement plan, particularly for smallholders and early-stage suppliers.

2. How to use this Code

2.1 Risk-based application

FairBotanicals will not apply the same paperwork burden to every partner. The depth of assessment will depend on product risk, country and region, labour intensity, use of chemicals, wild collection, processing complexity, volume, vulnerability of workers, previous incidents and customer or legal requirements.

Tier	Typical profile	Minimum approach	Additional measures
A - Lower risk	Small volumes; transparent origin; low processing complexity	Signed Code, basic supplier questionnaire, batch and origin records	Periodic document review
B - Moderate risk	Multiple farms, seasonal labour, drying/processing or higher contamination risk	Tier A plus farm/group mapping, quality controls, worker and pesticide records	Remote or on-site verification and improvement plan
C - Higher risk	Known human-rights, land, wild-collection, deforestation, labour or food-safety risks	Enhanced due diligence, traceability to farm/collection area, incident protocol	On-site assessment, independent testing/audit where justified, closer monitoring

2.2 Supplier responsibilities

- Nominate a responsible contact for this Code.
- Identify material risks in own operations and the relevant upstream supply chain.
- Communicate applicable requirements in language and form understood by farmers and workers.
- Keep sufficient records to demonstrate compliance and progress.
- Report severe incidents promptly and do not conceal material information.
- Cooperate with reasonable verification, corrective action and remediation.

2.3 Proportionality for smallholders

Where individual farmers cannot reasonably maintain formal systems, the cooperative, aggregator or direct supplier should provide group-level training, templates, records and monitoring. A farmer should not be excluded solely because they lack sophisticated documentation when reliable alternative evidence is available. However, absence of paperwork cannot excuse serious harm or intentional misrepresentation.



3. Human rights and decent work

3.1 Child labour and young workers - MUST

- No child may perform work below the minimum legal working age. As a baseline, work must not be performed by children under 15, subject to lawful country exceptions under ILO Convention No. 138.
- No person under 18 may perform hazardous work, including dangerous machinery, heavy loads, pesticide handling or application, night work, confined spaces, unsafe transport, or work that harms health, safety, morals or schooling.
- Age verification should be proportionate and respectful. Where birth records are unavailable, credible community or school records may be used.
- Children may help on a family farm only where lawful, age-appropriate, safe, supervised, limited in hours and not harmful to education.
- If child labour is found, the first priority is the child's safety and continued education. Immediate dismissal without a remediation plan should be avoided where it may worsen harm.

3.2 Forced labour, trafficking and recruitment fees - MUST

- All work must be voluntary. No forced, bonded, prison, trafficked or slave labour is permitted.
- Workers must not be charged recruitment fees or compelled to lodge identity documents, deposits, land titles or valuables as a condition of work.
- Workers must be free to leave employment with reasonable notice and to leave the workplace or employer-provided accommodation outside working hours.
- Debt arrangements, wage withholding, threats, violence, coercion and restriction of movement are prohibited.

3.3 Dignity, non-discrimination and prevention of harassment - MUST

- No violence, degrading treatment, intimidation, bullying, sexual harassment, exploitation or abuse.
- Employment and farmer engagement decisions must not unlawfully discriminate on grounds such as sex, gender, ethnicity, nationality, social origin, religion, age, disability, health status, pregnancy, family status, political opinion or other protected status.
- Equal pay should be provided for work of equal value, subject to lawful and objective differences in role, skill, performance or responsibility.
- Pregnant and nursing workers must not be assigned unsafe exposure and must receive legally required protections.

3.4 Freedom of association and worker voice - MUST

Workers must be free to form or join lawful organisations, elect representatives, bargain collectively and raise workplace concerns without retaliation. Where law restricts formal association, suppliers should permit alternative independent worker dialogue.

3.5 Wages, hours and contracts - MUST / SHOULD

- Pay at least the legal minimum wage and all legally required benefits. Overtime must be compensated as required by law.
- Provide clear information on pay rates, deductions, piece rates and payment timing. Unauthorised or punitive deductions are prohibited.
- Working hours, rest breaks, weekly rest and leave must comply with law. Excessive hours should be prevented, especially during peak harvest periods.
- Provide written terms where legally required and otherwise communicate terms in a form understood by the worker.
- Suppliers should work progressively toward wages and purchasing arrangements that support a decent standard of living.



4. Responsible farmer and community relationships

4.1 Fair and transparent dealings with farmers - MUST

- Communicate product specifications, quality deductions, weighing methods, prices, payment terms and rejection criteria before delivery where practicable.
- Use calibrated and transparent weighing or measurement systems. Farmers should be able to observe measurements.
- Do not manipulate grades, weights, moisture readings or market information to obtain unfair advantage.
- Pay farmers and collectors on the agreed date and provide a record or receipt where feasible.
- Do not require tied purchases, exploitative credit, unlawful collateral or coercive exclusivity.

4.2 Land, water and resource rights - MUST

- Respect legitimate tenure and customary rights to land, forests, grazing areas and water.
- No unlawful eviction, land grabbing, intimidation or acquisition without appropriate consultation and legally valid consent.
- Where activities may affect Indigenous Peoples or communities with customary rights, seek meaningful participation and apply free, prior and informed consent where required by law or recognised standards.
- Resolve boundary and access disputes peacefully and document agreed outcomes.

4.3 Community impacts - SHOULD

- Avoid actions that materially reduce community access to clean water, food, livelihoods or culturally important sites.
- Use local labour and services fairly where appropriate, without making misleading promises of benefits.
- Engage communities early where new sourcing or processing activities may create significant impacts.

4.4 Gender inclusion and vulnerable groups - PROGRESSIVE

Suppliers should identify barriers faced by women, youth, migrant workers, persons with disabilities and marginalised groups. Practical measures may include direct payment to the person who supplied the crop, safe participation in training, accessible grievance channels, protection from harassment and transparent membership rules in cooperatives.



5. Health, safety and worker welfare

5.1 Safe work - MUST

- Identify major hazards associated with farming, wild collection, drying, processing, storage and transport.
- Provide task-appropriate instruction, supervision and personal protective equipment at no cost where required.
- Maintain safe machinery, guards, electrical systems, ladders, structures and vehicles.
- Provide first-aid arrangements, emergency contacts and a practical response for fire, injury, chemical exposure and severe weather.
- Ensure access to safe drinking water, sanitation and handwashing facilities at workplaces and processing sites.
- Record serious incidents and investigate root causes. Fatalities, life-threatening injuries, chemical poisoning and major fires connected with FairBotanicals goods must be reported promptly.

5.2 Pesticides and hazardous chemicals - MUST

- Use only products legally authorised for the crop and country and EXPORT destination, and follow label instructions, pre-harvest intervals and maximum application rates.
- Prohibited, counterfeit, expired or decanted chemicals without identification must not be used.
- Pesticides and fuels must be stored securely, away from food, botanicals, children, animals and water sources.
- Application must be performed by trained adults using suitable protective equipment.
- Maintain application records for higher-risk crops and supply chains.
- Empty containers must not be reused for food, water or household purposes and must be disposed of safely.

5.3 Accommodation and transport - MUST where provided

Employer-provided housing and transport must be safe, sanitary, non-coercive and compliant with law. Workers must not be exposed to dangerous overcrowding, unsafe vehicles or deductions that create debt bondage.





6. Environmental and agricultural stewardship

6.1 Legal compliance and pollution prevention - MUST

- Comply with applicable environmental permits and laws.
- Prevent contamination of soil, water, crops and communities by pesticides, fuels, waste, wastewater or processing residues.
- Do not burn hazardous waste or dispose of waste in waterways.
- Maintain reasonable spill and emergency response arrangements for the scale of operation.

6.2 Soil, water and regenerative practices - SHOULD / PROGRESSIVE

- Protect soil cover and structure through suitable practices such as mulching, crop rotation, reduced erosion, organic matter management, contouring or cover crops.
- Use irrigation water efficiently and avoid extraction that unlawfully or materially harms community or ecosystem needs.
- Use nutrients based on crop need and avoid excessive or poorly timed applications.
- Apply integrated pest management, prioritising prevention and lower-risk controls before chemical intervention.
- Where feasible, maintain field margins, shade trees, hedgerows or agroforestry features that support resilience and biodiversity.

6.3 Biodiversity, wild collection and protected areas - MUST

- Do not source illegally harvested, protected or endangered species. Comply with CITES and relevant national rules where applicable.
- Wild collection must remain within sustainable regeneration levels and use methods that do not destroy the resource base.
- No collection or cultivation may take place in protected areas without lawful authorisation.
- Do not intentionally convert or degrade high-conservation-value ecosystems for FairBotanicals supply.
- Where deforestation-related laws or customer requirements apply, provide the required origin and due-diligence information.

6.4 Climate and resource efficiency - PROGRESSIVE

Suppliers should progressively reduce avoidable energy, water, material and transport waste. Larger suppliers and processors should track significant energy use and emissions where practical. FairBotanicals does not require smallholders to calculate carbon footprints unless a specific programme provides suitable support and methodology.

6.5 Waste and circularity - SHOULD

- Keep botanicals and packaging free from contamination by waste.
- Reuse or recycle clean materials where safe and lawful.
- Manage organic residues in ways that prevent pests, odour and water pollution and, where suitable, support composting or other beneficial use.

7. Quality, food safety and product integrity



7.1 Compliance with specification - MUST

Every batch must meet the agreed product specification, legal requirements and any customer-specific conditions communicated by FairBotanicals. Suppliers must not assume that traditional practice alone is sufficient where the product enters regulated food, beverage, cosmetic, nutraceutical or pharmaceutical supply chains.

7.2 Authenticity and adulteration - MUST

- Supply the correct botanical species and plant part.
- Do not substitute, dilute, dye, artificially enhance, mix with undeclared material or conceal defects.
- Disclose processing aids, treatments, fumigation, sterilisation, extraction, blending or reconditioning where relevant.
- Immediately notify FairBotanicals of suspected adulteration, misidentification or fraudulent documentation.

7.3 Harvesting, drying and handling - MUST

- Harvest at an appropriate stage and avoid visibly diseased, mouldy, rotten or contaminated material.
- Dry material using clean surfaces and conditions that protect it from soil, animals, smoke, rain, fuel, chemicals and foreign matter.
- Control moisture sufficiently to prevent mould growth, self-heating and deterioration.
- Do not mix new material with old, rejected or previously contaminated batches without documented approval.
- Use clean tools, food-contact surfaces and containers appropriate to the intended use.

7.4 Storage, packaging and transport - MUST

- Store off the floor, protected from water, pests, chemicals, strong odours and cross-contamination.
- Use clean, suitable and, where required, food-grade packaging. Previously used bags must not be used where they may introduce contamination or odour.
- Identify each batch and maintain segregation where status, origin or quality differs.
- Vehicles and containers must be clean, dry, odour-free and suitable for the material.
- Do not use rusty, chemically contaminated or structurally unsafe containers.

7.5 Testing, release and non-conforming product - MUST

- Provide certificates of analysis or other test evidence when required by specification or purchase order.
- Sampling must be representative, hygienic, correctly labelled and traceable to the batch.
- Do not knowingly ship a failed, quarantined or suspect batch without written agreement.
- Cooperate with root-cause investigation, containment, replacement, refund or other proportionate remedy where non-conformity is confirmed.
- Retain relevant samples and records for the agreed period where feasible.

Core FairBotanicals principle

Reliable quality begins before shipment. Supplier competence, farmer guidance, clean handling, traceable batches and honest communication are as important as final laboratory results.

8. Traceability, documentation and transparency



8.1 Minimum traceability - MUST

- Each batch must have a unique identifier.
- Records must link the batch to supplier, product, quantity, harvest or production period, origin area and processing/storage location.
- Where multiple farms are combined, the supplier must maintain a farmer or collection-source list sufficient for risk assessment and investigation.
- Mass-balance calculations should be plausible: purchased, processed, stored and sold quantities must reconcile within reasonable yield and loss assumptions.
- Certified, organic or other special-status material must be segregated and supported by valid evidence; no claim may be made without authorisation.

8.2 Record integrity - MUST

- Records must be accurate, legible and not falsified, backdated or deliberately incomplete.
- Corrections should remain visible or otherwise auditable.
- Electronic records should be backed up at a level proportionate to business size.
- Suppliers must disclose known gaps rather than create false certainty.

8.3 Information sharing - MUST

Suppliers must provide reasonably requested information needed for product safety, regulatory compliance, customer due diligence, incident response and responsible sourcing. Confidential business information will be handled appropriately, but confidentiality cannot be used to conceal serious harm or illegality.

8.4 Suggested retention periods

Record type	Suggested minimum retention
Batch, origin and transaction records	At least 3 years, or longer if required by law or contract
Pesticide and processing records	At least 3 years
Laboratory and release records	Shelf life plus 1 year, or contract requirement
Training, incident and corrective-action records	At least 3 years
Certificates and permits	For validity period plus 1 year



9. Ethical business conduct

9.1 Compliance and integrity - MUST

- Comply with applicable anti-bribery, anti-corruption, anti-money-laundering, sanctions, competition, tax and trade laws.
- Do not offer, request or accept bribes, kickbacks, facilitation payments or improper benefits.
- Gifts and hospitality must be modest, lawful, infrequent and never intended to influence a decision.
- Disclose actual or potential conflicts of interest involving FairBotanicals personnel or representatives.
- Do not collude on prices, markets, bids or supply allocation.

9.2 Confidentiality, data and intellectual property - MUST

Protect confidential information, personal data, product specifications, customer information, trademarks and other intellectual property. Collect and share personal data only for legitimate purposes and with appropriate safeguards.

9.3 Responsible representation - MUST

- Do not make misleading statements about origin, farmer benefit, sustainability, certification, organic status, climate impact or community outcomes.
- Do not use FairBotanicals' name, logo or customer relationships publicly without permission.
- Marketing claims must be supported by evidence and must not exaggerate limited programmes or pilot activities.

10. Implementation, assessment and improvement

10.1 Onboarding and risk assessment

1. Supplier acknowledgement of this Code.
2. A proportionate questionnaire and document review.
3. Product and origin risk screening.
4. Verification of key licences, specifications, traceability and quality controls.
5. Additional assessment for higher-risk products, regions or operating models.

10.2 Verification

FairBotanicals may verify compliance through records, interviews, photographs, laboratory testing, remote review, site visits or qualified third parties. Verification will be risk-based and, where possible, coordinated to avoid unnecessary duplication and cost. Suppliers must provide reasonable access while legitimate confidentiality, privacy and safety concerns are respected.

10.3 Corrective action

- Gaps will be classified by severity and likelihood of harm.
- The supplier and FairBotanicals will agree actions, responsibilities, evidence and deadlines.
- Priority will be given to stopping harm, protecting affected people and preventing recurrence.
- Progressive requirements may be addressed over a realistic period where there is credible commitment and no severe ongoing harm.
- Corrective action should focus on root causes, not only paperwork.

10.4 Consequences

Issue level	Typical response	Possible commercial consequence
Minor	Correction and evidence within agreed period	Order may continue with monitoring
Major	Formal corrective action plan; increased verification	Conditional approval, reduced volume or temporary hold
Severe or repeated	Immediate containment, senior review and remediation	Suspension, rejection, termination and/or authority notification where required

FairBotanicals will avoid abrupt disengagement where it could worsen harm, unless continuation would create unacceptable legal, safety, integrity or human-rights risk. Deliberate concealment, retaliation or refusal to address severe issues may justify immediate suspension or termination.

10.5 Non-negotiable severe issues

- Forced labour, trafficking or slavery.
- Worst forms of child labour or hazardous work by children.
- Sexual violence, exploitation or severe harassment.
- Fatal or life-threatening safety risks knowingly left uncontrolled.
- Intentional adulteration, falsification of critical records or shipment of known unsafe product.
- Bribery, extortion or deliberate money laundering.
- Illegal land seizure, violent eviction or intentional illegal clearing of protected ecosystems.
- Retaliation against a person who raises a genuine concern.



11. Reporting concerns and grievances

11.1 Accessible channels

Suppliers must provide or participate in a practical way for workers, farmers and community members to raise concerns. Channels may include a trusted representative, phone or messaging contact, written form, worker meeting, suggestion box or direct contact with FairBotanicals. The method should reflect literacy, language, gender, disability, connectivity and local trust conditions.

11.2 Core safeguards - MUST

- Confidentiality to the extent possible.
- No retaliation, threats, loss of work or exclusion for raising a good-faith concern.
- Prompt acknowledgement and proportionate investigation.
- Respectful treatment of complainants, witnesses and accused persons.
- Documented outcome and corrective action where appropriate.
- Escalation of severe or unresolved concerns to FairBotanicals.

11.3 FairBotanicals contact

Until a dedicated grievance channel is published, concerns may be submitted through FairBotanicals' official business contact.

Info@fairbotanicals.eu

Unit 3D, North Point Business Park

Cork T23 AT2P, Ireland

No retaliation

Any supplier or representative who retaliates against a worker, farmer, collector, community member or other person for raising a genuine concern will be treated as committing a serious breach of this Code.

12. FairBotanicals' commitments

Responsible sourcing requires responsible buying. FairBotanicals commits to applying this Code in good faith and to avoiding practices that make compliance unnecessarily difficult.

- Set clear specifications, documentation needs and acceptance criteria before purchase where practicable.
- Communicate honestly about expected volumes, lead times and market uncertainty.
- Avoid knowingly imposing unrealistic deadlines that encourage unsafe work, excessive hours or poor drying and storage.
- Pay according to agreed terms and address legitimate disputes promptly.
- Protect confidential supplier, farmer and personal information.
- Use risk-based, proportionate assessment and avoid demanding certification where simpler evidence is adequate.
- Work constructively on root-cause correction and capability building where feasible.
- Avoid misleading claims about farmers, communities, traceability, sustainability or impact.
- Review the Code as FairBotanicals grows, learns and enters new markets.

Annex A. Minimum evidence checklist

The following evidence is indicative. Equivalent records may be accepted where they provide reliable assurance. Requirements should be scaled to supplier size and risk.

Area	Basic evidence	Enhanced evidence for higher risk	Status
Legal identity	Registration or credible identity and contact details	Licences, permits, ownership and sanctions screening	☐
Origin and traceability	Batch ID, origin area, supplier and quantity	Farm/collector list, coordinates where required, mass balance	☐
Labour	Worker list or explanation of labour model	Age checks, contracts, payroll, hours and labour-provider records	☐
Health and safety	Hazard awareness, first aid, water and sanitation	Risk assessment, training, incident log and PPE records	☐
Pesticides	List of products used and basic safe storage	Application records, operator training and residue risk review	☐
Quality	Specification, visual checks, clean storage and packaging	Sampling plan, COA, calibration, retention sample and release record	☐
Environment	No illegal clearing or protected-area sourcing	Farm maps, water/soil controls, wild-collection management plan	☐
Ethics	Signed acknowledgement and conflict disclosure	Anti-bribery controls, grievance log and investigation records	☐
Improvement	Agreed action list	Formal corrective action plan with evidence and deadlines	☐

Annex B. Farmer-friendly field summary

Purpose

This summary can be translated and explained orally. It does not replace the full Code for direct suppliers, but it helps communicate the most important farm and collection requirements.

People

- Children must be in school and must not do dangerous work.
- Nobody should be forced, threatened or required to hand over identity documents.
- Treat workers and farmers with dignity. No harassment or discrimination.
- Agree wages, prices, deductions and payment timing clearly.

Safety

- Use chemicals only as instructed and keep them away from children, food, water and harvested botanicals.
- Wear suitable protection and wash after chemical use.
- Keep tools, machines and transport safe.
- Have drinking water, sanitation and basic first aid available.

Farm and environment

- Protect soil and water from erosion, chemicals and waste.
- Do not clear protected forest or harvest protected species illegally.
- Wild collection must allow plants to regenerate.
- Avoid burning or dumping hazardous waste.

Product quality

- Harvest healthy material and keep it off bare soil.
- Dry on clean surfaces and protect from rain, smoke, animals and chemicals.
- Do not mix poor-quality, mouldy or different material without agreement.
- Use clean bags, stores and vehicles.

Honesty and records

- Tell the truth about where the product came from and how it was treated.
- Keep basic batch, farmer, harvest and pesticide information.
- Report contamination, unsafe product or serious incidents quickly.
- Raise concerns without fear of punishment.

Annex C. Acknowledgement and improvement plan

Supplier acknowledgement

By signing below, the supplier confirms that it has received and understood the FairBotanicals Supplier & Farmer Code of Conduct, will comply with applicable MUST requirements, will communicate relevant requirements to its workers and upstream partners, and will cooperate in risk assessment, verification and corrective action.

Supplier legal name	
Trading name (if different)	
Registered or operating address	
Country/region	
Primary contact and role	
Email / telephone	
Products supplied	
Signature	
Name and title	
Date	

Initial improvement plan

Gap or risk	Required action	Owner	Target date	Evidence	Status

FairBotanicals review

Reviewed by: _____

Risk tier: _____

Approval status: _____

Conditions / follow-up: _____

Review date: _____

Signature: _____

Annex D. Reference frameworks

This Code is informed by widely recognised frameworks and by FairBotanicals' sourcing principles. References are included for alignment and interpretation; their inclusion does not imply certification, membership or a legal conclusion that every instrument applies to every transaction.

International Labour Organization: ILO Declaration on Fundamental Principles and Rights at Work, including freedom of association and collective bargaining, elimination of forced labour, abolition of child labour, elimination of discrimination, and a safe and healthy working environment. [Official source](#)

OECD and FAO: OECD-FAO Guidance for Responsible Agricultural Supply Chains and its five-step due-diligence approach. [Official source](#)

United Nations Global Compact: Ten Principles covering human rights, labour, environment and anti-corruption. [Official source](#)

United Nations: UN Guiding Principles on Business and Human Rights. [Official source](#)

European Union: Regulation (EU) 2023/1115 on deforestation-free products, where relevant to covered commodities/products or customer requirements. [Official source](#)

Convention on International Trade in Endangered Species: CITES controls for listed wild species. [Official source](#)

Codex Alimentarius: General principles of food hygiene and relevant commodity, contaminant and pesticide-residue standards where applicable. [Official source](#)

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