Supplier Code of Conduct

UNI-K DRC SARL · December 2026. This code applies to everyone who sells cocoa to UNI-K (farmers, cooperatives, collectors and intermediaries) and to transporters and service providers. It is explained orally in Swahili or French at the first purchase. Cooperatives and collectors sign it.

1. No child labour

- No child under 16 works on the farms or in drying for cocoa sold to UNI-K, except light help within the family that does not keep them from school.
- No one under 18 does hazardous work: machetes, carrying heavy loads, chemicals, night work.

2. No forced labour

Work is freely chosen. No one works to pay off a debt, under threat, or because their identity papers are being held.

3. Fair and transparent buying

- Cocoa is weighed in front of the seller on a checked scale, and the weight is written on a purchase slip.
- The price is stated before weighing and paid in full, with no hidden deductions.
- The seller receives a copy of the purchase slip.

4. No deforestation

- The cocoa does not come from land cleared after 31 December 2020, nor from a protected area such as Virunga National Park.
- The supplier agrees to share the location of its plots (GPS coordinates) for the traceability required by the EU Deforestation Regulation (EUDR).

5. Quality

Delivered cocoa meets our buying criteria:

CRITERION	LIMIT
Bean count	100 beans per 100 g max.
Moisture	8% max.
Total defects	5% max.
Slaty beans	5% max.
Flavour	No off-flavours
Allergens	None

Cocoa is not wetted or mixed with stones or other foreign matter to add weight.

6. Health, safety and environment

Banned pesticides are not used. Permitted products are stored out of children's reach and away from the cocoa. Waste is not dumped into rivers.

7. Integrity

The supplier offers no payment or gift to UNI-K staff to obtain a better price, grade or weighing. It reports any such request.

8. Checks and follow-up

UNI-K may visit its suppliers' farms, drying areas and stores. When a breach is found, we first seek a correction with the supplier, with a deadline. In a serious case (forced labour, worst forms of child labour, deforestation, bribery) or if the supplier refuses to correct, UNI-K stops buying from that supplier.

Grievance mechanism

Anyone can report a breach of these two codes: an employee, a farmer, a customer, a neighbour or an NGO.

1. **Channel.** By email to ethics@unik-cocoa.com, or in person to the manager in Beni. Reports may be anonymous.
2. **Acknowledgement** within 7 days when a contact address is given.
3. **Review** by someone not implicated in the report. If management is concerned, the report goes to the shareholder, Unite Logistics.
4. **Response** on the follow-up, normally within 30 days.
5. **Confidentiality and protection.** The reporter's identity is shared only with their consent. No sanction or retaliation for a report made in good faith, even if it proves unfounded.
6. **Register.** Every report and its follow-up are logged in a register, reviewed once a year together with the update of the codes.