



# Organic 3S Responsible Cocoa Sourcing Policy

## 1. Purpose

At Organic 3S, we are committed to ethical, sustainable, and transparent sourcing of all our ingredients. This policy outlines our principles and requirements for sourcing cocoa responsibly, ensuring it aligns with our environmental, social, and business ethics, including our Rainforest Alliance and ETHOS certifications.

## 2. Scope

This policy applies to all cocoa and cocoa-derived ingredients sourced directly or indirectly by Organic 3S, including those used in our granola cereals, cereal bars, and the other organic products.

## 3. Guiding Principles

### 3.1 Ethical Sourcing

We source cocoa only from suppliers who respect human rights and ensure fair labor practices, including:

- No child labor or forced labor
- Fair wages and safe working conditions
- Gender equity and non-discrimination

### 3.2 Certified Sustainable Cocoa

We prioritize cocoa that is Rainforest Alliance Certified or equivalent, supporting:

- Biodiversity conservation
- Responsible land use
- Climate resilience

### 3.3 Traceability and Transparency

We work only with suppliers who can ensure full traceability of cocoa from farm to final product. Documentation of origin and certifications must be provided upon request and verified regularly.

### 3.4 Smallholder Farmer Support

Whenever possible, we support sourcing from smallholder cooperatives or farmers' organizations engaged in sustainable and ethical practices.

## Organic 3S Responsible Cocoa Sourcing Policy

We encourage our suppliers to invest in training and capacity-building for cocoa farmers.

### 3.5 Environmental Responsibility

Cocoa must be grown in ways that protect forests, soil, and water resources, and avoid deforestation. Organic cocoa must comply with EU organic regulation standards and be free from synthetic pesticides and GMOs.

## 4. Supplier Requirements

To partner with Organic 3S, cocoa suppliers must:

- Comply with this policy and relevant international standards (e.g., ILO Conventions, EU Organic Regulations).
- Hold third-party certifications such as Rainforest Alliance, Fairtrade, Organic.
- Undergo regular audits or provide access to third-party audits upon request.
- Report any non-compliance or risks in their supply chain transparently.
- Not supply cocoa and cocoa derivatives originated from land deforested after 31 December 2020.

## 5. Monitoring and Continuous Improvement

- We conduct annual reviews of cocoa suppliers for compliance.
- Corrective action plans will be required in cases of non-compliance.
- We collaborate with suppliers for continuous improvement, sustainability training, and innovation in ethical sourcing.

## 6. Policy Review

This policy is reviewed annually and updated as needed to reflect evolving best practices, certification standards, and regulatory changes.

## 7. Approval and Commitment

This policy is endorsed by the Executive Management of Organic 3S and integrated into our overall sourcing strategy and quality systems.

Date: 21/04/2025



## **Organic 3S Responsible Cocoa Sourcing Policy**

Approved by: ANDREAS SIOUTIS & EVANGELOS LISGARAS