

CODE OF CONDUCT



IMPACT THROUGH INNOVATION



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INTRODUCTION

Coconut Knowledge Center aims to stand the test of time as a successful global company. Our operational group must aspire to the respect of the peoples with whom we engage wherever they may be.

Contributing to our long-term success is a commitment to good values, ethics, social responsibility and concern for the natural environment. Integrity must influence what we do each day in all situations.

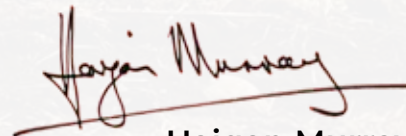
Our Partner's and Suppliers' Code of Conduct aims to ensure that best practices are applied throughout our engagement within the global coconut palm value chain.

Our own Code of Conduct is not overly complex, rather it aspires to be a set of reasonable principles and actions that may guide each of us in the day today conduct of our business. CKC has a global dimension at all operational levels and especially at Base of Pyramid. In the context of an evolving social and business environment our Code of Conduct must benchmark best practices across all our geographies and cultures, be gender aware in the societies we impact upon and be sustainable within a framework of responsible agri-business.

Coconut Knowledge Center aims to be the global leader in the renaissance of the coconut palm. Our growth and long-term future in this sector are based upon the values and principles embedded in our operating culture of Impact through Innovation.

The principles set out in the CKC Code of Conduct detail our ethical and practical framework where both leadership and employees collaborate in the shared passion of our Mission Statement and our obligations as a Member of the United Nations Global Compact.

In operating across borders, CKC demonstrates respect for national and international laws, regulations and rulings, especially social and environmental legislation, the Universal Declaration of Human Rights, the Global Compact, the OECD Guidelines for Multinational Enterprises and the 17 Sustainable Development Goals of the United Nations.



Haigan Murray

EXECUTIVE CHAIRMAN
COCONUT KNOWLEDGE CENTER GROUP

PROTECT

MITIGATE

SUPPORT

SUSTAIN

INNOVATE

IMPROVE

COMPLY

PERFORM



OUR PRINCIPALS

CKC Group encourages diversity and appreciates the depth of talent and knowledge of the men and women who work directly and in-directly with us.

In ensuring equality for all our employees and equal opportunities, gender equality is key to our aspirations for both the small-holder coconut palm farmers we support in the field and our own internal management and employment structure.

All forms of discrimination are prohibited.

CKC Group offers employees a rewarding working environment to enable and encourage collaborative relationships.

CKC GROUP :

- Encourages loyalty and mutual respect in professional relationships
- Will not accept any form of discrimination, physical violence, verbal or psychological harassment
- Respects the private lives of employees
- Promotes a good balance between personal and professional life
- Encourages responsibility hand in hand with the creativity and initiative expected from individuals

TO THIS END, CKC GROUP VALUES :

- A high level of impartiality in inter-personal relationships
- Management by example
- Employees demand of themselves the highest levels of quality in the execution of their work
- A good balance between initiative, professional expertise and responsibilities

Between employees CKC Group prohibits any deliberate indiscretion, withholding of information, denigration or refusal to collaborate and encourages the movement of its employees within divisions and geographies, ongoing training and personal development.

Development of young talent within the CKC Group, through education, integration, training and mentoring is within an overarching recognition of contribution value irrespective of age.

CKC Group complies with national regulations and legislation in the area of employment for the disabled and participates in initiatives which encourage their integration into the workplace.

CKC GROUP RESPECTS FUNDAMENTAL RIGHTS AND PRINCIPLES IN THE WORKPLACE.

- Elimination of professional and employment discrimination
- Freedom of association and effective recognition of the right to collective bargaining
- Elimination of any form of forced or bonded labour
- Effective abolition of child labour
- Promoting dialogue with employee representatives

CKC GROUP :

- Encourages quality dialogue and consultation with employee representatives in each of the countries where it has an operational presence
- Cares about the health and safety of all its employees, makes sure that all its activities respect current health and safety legislation and regulations and pays particular attention to implement best practice with regard to safety in the workplace
- Is continuously looking to offer its clients services, equipment's and products of the highest quality, through improvement, innovation and expertise in all its activities

- Is committed to supplying our clients, employees and community with clear information and will not issue misleading or ambiguous statements

Personal and corporate information submitted by clients, employees and associates is treated with confidentiality at all times and in all circumstances.

CKC Group acts to contribute to the protection of the natural environment, to the mitigation of the causes of climate change, and in supporting meaningful measures that will secure sustainability of our planet's natural resources in accordance with international standards and best practice.

CKC Group through management, employees and partners, is committed to continuous improvement towards the highest level of environmental performance including seeking innovative solutions.

CKC ENCOURAGES :

the use of renewable energies especially in the context of coconut palm potential towards climate change and a high level of leadership within responsible agri-business through strict implementation of the best practices within the sector.

CKC GROUP : asks its suppliers to comply with the principles set out in the Suppliers' Code of Conduct. This code seeks demonstrable compliance in the areas of social issues (forced labour, child labour, harassment, discrimination, pay, working time, freedom of unions, and health and safety), environmental and operational issues (legality, custom tariffs, safety, subcontracting and corruption).

Prohibits any form of corruption. Any payment received must reflect a documented service and price detailed in contracts and agreements.

Prohibits the payment of money to political parties, trade unions or cultural organisations in an attempt to promote a particular interest or obtain or maintain an advantage.

Employees must, when taking stakes in other companies and in their activities outside CKC Group, do everything possible to avoid finding themselves in situations of conflicting interests with CKC Group or any other linked company.

In this matter, it will be the employee's responsibility to determine a course of action in all honesty and taking into account their duty of loyalty towards CKC, and if in doubt to consult their immediate line manager. The employee must notify all conflicts of interest in writing.

CKC GROUP :

- Believes to succeed we must show responsibility in relation to the major challenges of its human environment
- Respects and promotes human rights and makes sure that its activities do not encourage human rights abuses and demonstrate its attachment to human rights through exemplary behaviour in the operation of its business
- Behaviour must at all times respect the cultures of all the countries in which the CKC Group has a presence and actively support local culture and creativity.
- Actively lead youth-centred initiatives, especially for disadvantaged youth
- Ensures that each employee uses the CKC Group's resources sustainably and appropriately, including intellectual property, equipment, goods and financial resources

This Code of Conduct aims to ensure the effectiveness and fairness of CKC Group operations. This Code, distributed throughout the CKC Group, must be understood, accepted and applied consistently and respected by each employee and business group.

The principles of this Code can be developed in relation to local regulations and legislation, and, when they exist, locally applied charters or codes.

INTERNATIONAL AGREEMENTS :

- Universal Declaration of Human Rights
- United Nations Global Compact
- OECD Guidelines
- International Labour Organization conventions
- Sustainable Development Goals of the United Nations
- CITES Conventions (on International Trade in Endangered Species)

