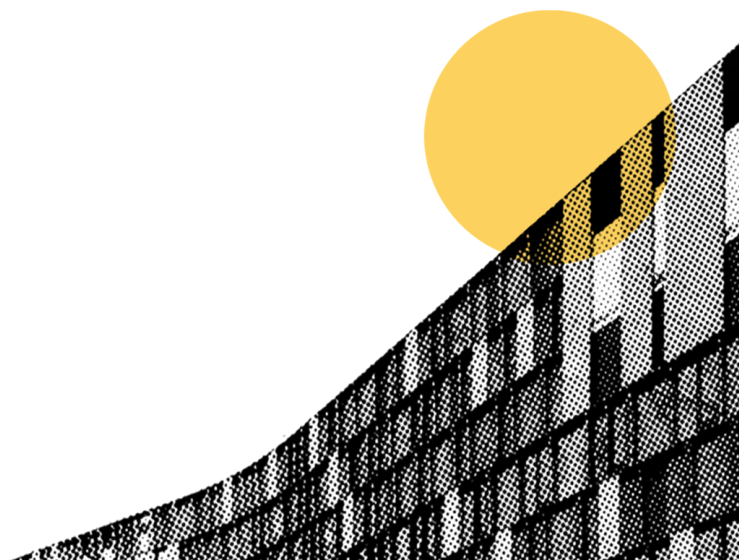




OUR COMMITMENT TO CHILDREN'S RIGHTS

We are aware that the choices we make today will impact on our future
and on that of the generations to come.
We took on the Responsibility to implement the values and principles of sustainability
and promote and respect human rights along all our supply chain [...].
(Lavazza Code of Ethics)



OUR ROOTS

As a family company, at Lavazza Group we strongly feel the responsibility to respect, protect, promote and support the wellbeing of children and their families, as they are part of the communities where we operate all over the world.

We have zero tolerance for any kind of threats to the wellbeing of children along our supply chain and our Code of Ethics explicitly calls back the rights of our future generations.

Our work is guided by our Group Purpose, our Corporate Values and, in view of the company's support for the UN 2030 Agenda and its 17 Sustainable Development Goals (SDGs), we have identified our four priority SDGs¹, with a commitment to pursue them while developing business strategies and sustainability programmes, here in particular we underline Goal 8 – Decent work and economic growth, which commits to take immediate and effective measures to eradicate the worst forms of child labour (8.7).

Since 2017 we have been implementing in our businesses the Children's Rights and Business Principles (CRBP), which are the guidelines developed by Save the Children, the United Nations Global Compact and UNICEF to support businesses in respecting and promoting children's rights.

We respect and supports children's rights in line with International Labour Organization (ILO) Convention No. 182 on the worst forms of child labour and No. 138 on the minimum age for admission to employment or work, as well as the CRBP.

OUR COMMITMENT

For Our Group, respecting human rights, and child protection in particular, is an inescapable and non-negotiable principle to uphold with the utmost commitment and the best resources available. Our Company does not tolerate either the use of child or forced labour or exploitation of children in any of its operations or throughout its supply chain.

We are committed to provide information and guidance on the topic to all workers, especially for those who may have greater exposure to potential children's rights issues.

Globally, we have taken specific actions to prevent and eradicate child labour from the activities we are involved in. In this regard, as a Group, we are committed to working with our business partners to respect and support children's rights. In particular, we engage with our suppliers regarding the implementation of the CRBP and we expressed the importance of this issue within the Lavazza Group Supplier Code of Conduct signed by our stakeholders.

We are committed to assess our global supply chain, to enhance our supply chain mechanisms to respect children's rights. As part of this journey, we have implemented specific projects in the coffee-growing countries to support children by engaging with non-governmental organizations to launch community-based initiatives. To be more effective, we collaborate with other children's rights experts such as NGOs, human rights organizations, national authorities and independent professionals.

¹ The Lavazza Group identified the four sustainable development Goals that are a priority for the Group: Goal 5 "Gender Equality"; Goal 8 "Decent Work and Economic Growth"; Goal 12 "Responsible Consumption and Production"; Goal 13 "Climate Action". The four Goals were selected to promote a balance between social (8 and 5) and environmental (12 and 13) commitments, choosing goals that could be integrated within the business and applied to all stages of the Lavazza value chain.



We firmly believe it is of fundamental importance to collectively commit to creating shared value and to develop joint projects involving companies, international bodies, NGOs and local institutions. Multi-stakeholder programmes and approaches are crucial to better analyze the situation and build up with local communities the culture of safeguarding human rights, particularly those of children.

FINAL NOTES

This statement reinforces and illustrates the existing provisions of Lavazza's Code of Ethics, Code of Conduct and Supplier Code of Conduct² and it applies to all Lavazza Group companies and their main stakeholders. It is circulated to all employees through a special internal communication, and is made available to everyone by publication on the Lavazza Group website.

This statement is also part of our engagement to embed a more robust human rights and rights of the child approach in our sustainability strategy, in light of the upcoming EU Corporate Sustainability Due Diligence Directive.

If you need advice or wish to raise a concern, please file a report through our Whistleblowing services that are available and described on www.lavazzagroup.com, Compliance section.

July 2022

Lavazza Group CEO, Mr. Antonio Baravalle

Definitions ³:

Child

every human being under 18 years old unless, under the law applicable to the child, majority is attained earlier.

Children's Rights

All children are entitled to special safeguards and care, including appropriate legal protection, before and after birth.

[summary]: Children have the right to survive, to develop, to be heard and be involved, to have equal opportunities as well as to grow in a protective and supportive environment.

Child Labour

ILO defines child labour as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. *[summary]:* Child labour refers to one or more of the following:

- Work done by a child who is under the minimum age of admission to employment for the type of work concerned. Any child below the minimum working age engaged in non-light work
- Work that interferes with compulsory education
- Work that is likely to jeopardise a child's health, safety or morals, known as hazardous work. Juvenile workers engaged in hazardous work.

² The Code of Conduct is available on the Lavazza company Intranet, whereas the Code of Ethics and the Supplier Code of Conduct have been published on the Lavazza website.

³ United Nations Convention on the Rights of the Child (UNCRC); International Labour Organization (ILO) Declarations.