

Ducano AB - Supplier Code of Conduct

Introduction

Ducano AB is a Swedish company specialized in sourcing, processing, and distributing high-quality vanilla from Madagascar and other origins.

We are committed to conducting our business with integrity, transparency, and respect for people, communities, and the environment.

This Code of Conduct sets out the ethical, social, and environmental standards that guide our operations and the expectations we place on all our suppliers, partners, and subcontractors. Compliance with this Code is a condition for doing business with Ducano AB

Scope and Responsibility

This Code applies to all employees, agents, suppliers, and business partners acting on behalf of Ducano AB. Suppliers must ensure that their own subcontractors and service providers also comply with these principles.

Any violation may result in corrective actions or termination of the business relationship.

Legal Compliance and Integrity

All business must be conducted in full compliance with applicable laws, regulations, and international conventions.

We do not tolerate corruption, bribery, extortion, fraud, or any other unethical business practice. No gifts, payments, or benefits may be offered or accepted to obtain an improper advantage. All financial records must be accurate and transparent.



Human Rights and Labor Standards

Ducano AB and its partners shall respect internationally recognized human rights and comply with the conventions of the International Labour Organization (ILO).

- No forced labor: Employment must be freely chosen. Employees shall have the right to leave after reasonable notice.
- No child labor: Workers must be at least 15 years old (or 14 where permitted by law). No person under 18 may perform hazardous work.
- Fair working hours and wages: Working hours, rest periods, and wages must meet or exceed national laws and industry standards.
- Freedom of association: Employees have the right to join or form trade unions and bargain collectively.
- Non-discrimination: All workers must be treated fairly and with respect, regardless of gender, ethnicity, religion, age, disability, or background.
- No harassment or abuse: Physical, verbal, sexual, or psychological harassment or intimidation is strictly prohibited.

Health and Safety

- Suppliers shall provide a safe and healthy workplace.
- All employees must receive necessary protective equipment and training to carry out their work safely.
- Facilities must include clean sanitation, access to drinking water, and appropriate emergency procedures.
- Accidents and near-misses must be documented and investigated.

Environmental responsibility

We recognize our responsibility to minimize our environmental impact throughout the vanilla supply chain.

Suppliers and partners are expected to:

- Comply with all relevant environmental laws and regulations.
- Prevent pollution and manage waste, water, and energy responsibly.
- Use sustainable farming and processing methods to protect biodiversity in Madagascar and other regions.
- Reduce greenhouse gas emissions and promote renewable energy sources.
- Continuously seek improvements in environmental performance.



Sustainable Sourcing and Traceability

Ducano AB is committed to full traceability and responsible sourcing.

All suppliers must ensure that raw materials are obtained legally and ethically, without exploitation of people or nature.

For vanilla and other agricultural products, we require transparency back to the origin — including documentation of harvest, curing, and export.

Organic and quality certifications must be valid, verifiable, and traceable through systems.

Product Safety and Quality

We adhere to strict food safety and quality standards.

All batches must comply with European food legislation (Reg. (EC) 178/2002, 852/2004, 2018/848, etc.) and with Ducano AB's internal specifications.

Testing for microbiology, vanillin content, moisture, pesticides, and heavy metals is mandatory. Suppliers must maintain accurate documentation.

Community and Social Responsibility

Ducano AB actively supports the economic and social development of the communities in which we operate.

In Madagascar, we work closely with local partners to promote education, fair income, and sustainable agriculture.

Suppliers are encouraged to engage in similar community-oriented initiatives that strengthen local well-being and development.

Monitoring and Compliance

Ducano AB reserves the right to conduct audits, site visits, or request documentation to verify compliance with this Code.

If non-compliance is identified, suppliers must take immediate corrective action.

Persistent or serious violations may lead to suspension or termination of the business relationship.



Reporting Misconduct

Any employee, supplier, or partner who becomes aware of a potential violation of this Code is encouraged to report it confidentially to Ducano AB's management.

We ensure that no retaliation will occur against anyone who reports in good faith.

Training and Continuous Improvement

Ducano AB will provide regular training to employees and partners to promote understanding of this Code and related ethical standards.

We are committed to continuous improvement and will review this Code annually to reflect evolving laws, regulations, and best practices in the global vanilla and spice industry.

Contact

Elias Karlsson
elias@ducanovanilla.com
+46707609629

www.ducanovanilla.com

