

EcoBean

Code of Ethics

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EcoBean Code of Ethics

This code of ethics originated from employee workshops and reflects the motivation and perception of the company by those who create it.

Dive into the essence of EcoBean, where our dedication to a sustainable future isn't just a mission; it's a lifestyle. The Code of Ethics is our compass, reflecting the values that propel us, the principles shaping our path, and the culture that sets us apart.

MISSION

Our mission is to close the loop on coffee and introduce SCG-derived chemicals with a low carbon footprint. Through groundbreaking solutions, we endeavor to minimize the impact of the coffee and chemical industries, aligning with the principles of a circular economy.

VISION

Our vision is to lead the transformation of the coffee and chemical sectors by creating top-quality, low-carbon footprint chemicals from spent coffee grounds. We aim to inspire environmental responsibility, become a global leader, and contribute to a more sustainable future.

To realize this audacious vision for both people and the planet, our business is grounded in values that act as the moral compass propelling our continuous evolution.

EcoBean Values

POSITIVE ENVIRONMENTAL IMPACT

One of the fundamental principles in the establishment's foundation of EcoBean was to make a positive environmental impact. This is our imperative and motivation for sustainable growth in terms of revenue and employment, developed in a sustainable and socially responsible manner.

We embrace our purpose, adhere to the highest ethical standards, and communicate transparently and honestly.

We educate our partners on the importance of conducting business based on a circular economy and demonstrate that sustainability can also be profitable.

PURPOSE DRIVEN PEOPLE

Our team is the most valuable stakeholder of our company. It is our people who enable dynamic growth and lay the foundations for our business. Comprising passionate individuals committed to both innovation and environmental responsibility, our daily work is anchored in the way we collaborate:

Partnership is fundamental to our work. We trust in each other's competencies and offer support when needed. Through collaboration, we strive to achieve the best possible results.

Open communication is our practice. We transparently communicate our actions, progress, and ideas, welcoming feedback. We listen to one another and endeavor to find optimal solutions.

EcoBean Values

All team members are treated with **respect** and equality, irrespective of gender, race, religion, sexual orientation, origin, disability, or political opinion.

We acknowledge the **personal development** of our employees. Recognizing the importance of education, we actively support their growth as a key factor in elevating the value of our company.

We value **diversity** as a building block. By embracing diverse perspectives, experiences, ages, and views, we collectively generate optimal solutions that contribute to the sustainable growth of our company.

INNOVATIVE TECHNOLOGY

We conduct the most innovative coffee waste processing which we constantly aim to develop.

We embrace boldness in our endeavours. As we create innovative solutions, we blaze trails that allow for their implementation.

Setting ambitious goals that propel our development, we approach challenges with a **problem-solving attitude**, drawing on our knowledge, experience, and open-mindedness.

STRIVING FOR CLIMATE NEUTRALITY

We build our business and technology with an innovative approach, aiming to select components with not only the highest efficiency but also the low carbon footprint. We calculate our carbon footprint in line with the highest standards and continuously review our actions to become even more climate-efficient.

EcoBean Values

COMPLIANCE

We adhere to all applicable regulations, standards, and norms related to our activities. We fulfill our obligations with due diligence.

BRIBERY AND CORRUPTION

We work responsibly and we have a zero tolerance stance on bribery and corruption. It is not permitted for our employees to give, offer or receive a bribe or other improper advantage for business or financial gain.

REPORTING VIOLATIONS AND CONCERNS

Everyone has the right to report in good faith any irregularities in the documents or actions of company employees that violate this Code of Ethics.

We encourage you to directly make such reports to your immediate supervisor.

There is also the option to send a report to the address whistleblower@ecobean.pl. If you feel the need to make an anonymous report, you can do so by anonymously leaving a report at the CIC reception with the note "EcoBean Violation Report."

