



## STARBUCKS SUPPLIER CODE OF CONDUCT

Starbucks strives to be a great, enduring company by employing business standards and practices that produce social, environmental and economic benefits for the communities where we do business. We believe that conducting business responsibly benefits society as well as our various stakeholders, including employees, customers, suppliers, investors, and community members.

As a global company, Starbucks does business with suppliers from many countries of diverse cultural, social, and economic circumstances. We strive to work with suppliers that are committed to our universal principles of operating their business in a responsible and ethical manner, respecting the rights of individuals, and helping to protect the environment.

Our suppliers are required to sign an agreement pledging compliance with Starbucks Supplier Code of Conduct and specific standards, which includes the following:

- Demonstrating commitment to the welfare, economic improvement and sustainability of the people and places that produce our products and services
- Adherence to local laws and international standards regarding human rights, workplace safety, and worker compensation and treatment
- Meeting or exceeding national laws and international standards for environmental protection, and minimizing negative environmental impacts of suppliers' operations
- Commitment to measuring, monitoring, reporting and verification of compliance to this code
- Pursuing continuous improvement of these social and environmental principles

Verification of compliance is subject to audits by Starbucks or a third party designated by or otherwise acceptable to Starbucks. Failure to comply, or failure to work with Starbucks or a third party to correct non-complying situations, are grounds for cancellation of open orders, discontinued use of non-complying production sites, or termination of our business relationship.