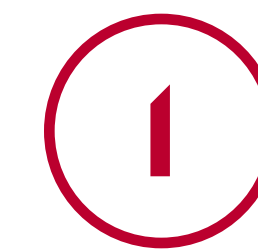


# SUSTAINABILITY POLICY



## PURPOSE

This Policy aims to formalize the commitments that have always guided the GMT's actions. It sets guidelines for decision-making with primary suppliers, third-party service providers and other parties involved in the supply chain.

## 2 APPLICATION

This Policy applies to all companies of the Montesanto Tavares Group and its suppliers, customers and other interested parties.

## 3 RESPONSIBILITIES

It is the responsibility of the Montesanto Tavares Group to be guided by this document for decision-making related to the sustainability issue.





**Atlantica Coffee** is a coffee exporter from Brazil. Founded in July 2000, it is one of the largest in the sector in Brazil, selling to over 40 countries on all continents. It operates in the “Superior” and “Commercial” lines and sells washed, semi-washed and natural coffees such as "Fine Cups", "Good Cups" and "Rio Minas". The beans come mainly from the states of Minas Gerais, Bahia and São Paulo.



**GMT Farms** owns the Primavera (MG), Matilde (MG), Atlântica Agro (MG) and Sequoia (BA) farms, with approximately 2,300 hectares of coffee and focus on producing natural and washed specialty coffees in a sustainable and innovative way. In addition to being champion of the Cup of Excellence in 2018 and being second in 2019, the Primavera farm received the award for the 3rd Most Sustainable Farm in Brazil by Globo Rural magazine in 2016. For the next few years, it is planned to reach 10,200 hectares of its own coffee production in Brazil.



**Ally Coffee** is the Group's extension that markets green coffee from a wide range of producers and seeks to build an open community through inspiration, knowledge and guidance. It is based in the United States and connects coffee roasters to different origins, always looking for sustainable partnerships. Ally Coffee was founded in 2013 as a specialty coffee division of the GMT and today also has representatives in Brazil, Colombia, Costa Rica, Ethiopia, Europe and the Middle East.



**Cafebras**, founded in 2013, exports high quality Brazilian coffee to 38 countries. Professionals in offices in the main producing regions (Cerrado Mineiro, Sul de Minas, Matas de Minas and Mogiana) seek the best batches from different origins.



## GENERAL COMMITMENTS

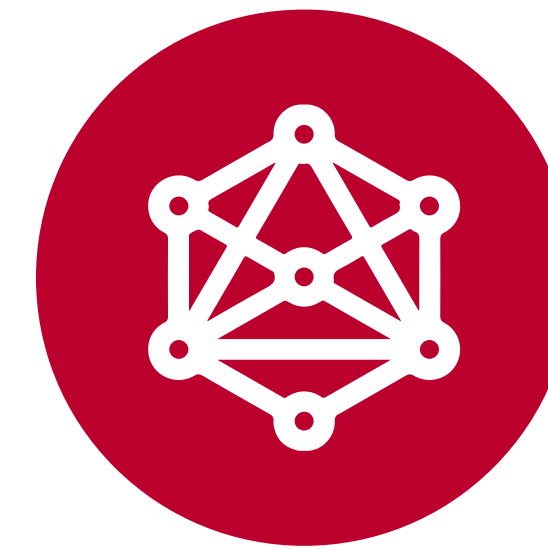
The Montesanto Tavares Group believes that there are three principles that drive its operations to add value to the coffee chain:



**RECOGNIZE  
AND REMUNERATE**



**DEVELOP THE  
SUPPLY CHAIN**



**CONNECT PRODUCTION  
AND CONSUMPTION**

4.2 - Specific Commitments:

**Recognize and remunerate** partners so that the business remains economically viable.



Maintain and expand initiatives to value autonomous production and coffee producers, through fair remuneration, awards for high-quality coffees, support to cooperatives and the offer of workshops, lectures and training.



Defend labor rights and fight illegal practices, especially child labor and work in conditions analogous to slavery. Promote safe work environments for all.



Foster fair working conditions and remuneration that ensure the health, well-being and quality of life of the coffee grower and employees, without any type of discrimination.



Encourage entrepreneurship, innovation, resilience and income diversification among coffee producers.



Encourage continuous development for all GMT employees.



**Develop the supply chain** through efficient resource management and awareness about global changes and their impacts on the ecosystem.



Encourage continuous improvement in the technical and economic management of GMT farms and coffee producers, seeking to reduce production costs, improve technology and increase productivity through the implementation of sustainable practices.



Share knowledge about subsistence agriculture, nutrition and sustainability.



Promote responsible management of all agrochemicals.



Prepare own production and coffee growers for the imminent consequences of climate change and its effects on agricultural production.



Encourage the efficient use of natural and energy resources throughout the coffee supply and processing chain: efficient use of water, agroforestry management strategies and conscious energy consumption.



Maintain and prosper certification and sustainability programs, and encourage farmers to implement them.



Encourage and contribute to qualification of young people in situations of social vulnerability.

**Connect production and consumption,** fostering transparency and security throughout the supply chain.



Foster the connection between the links in the production chain to provide more transparency, traceability and access to information about the coffee that is traded, valuing the good practices of GMT farms and rural producers and presenting them to the customer. Among other commitments already assumed by the GMT, four stand out that complement this Sustainability Policy and should be implemented from 2021:



Form partnerships with public, private and public-private institutions to support this Sustainability Policy.



Establish good governance practices based on the Organization's Principles for Economic Cooperation and Development.



Develop a study of the carbon footprint related to GMT operations and establish, by 2022, a reduction target.



Publish, annually, the Sustainability Report, showing the GMT's advances in each material theme.

4.3 - Rationale:

This Policy was developed based on the analysis of the 17 Sustainable Development Goals (SDGs) of the United Nations - eight of which are directly related to the General Commitments and the Specific Commitments and are listed on the side. Furthermore, it is in line with the Montesanto Tavares Group's Code of Conduct.



The Montesanto Tavares Group has the Corporate Governance, Compliance and Risk as a communication channel for its employees, rural producers, suppliers, service providers, customers and social institutions. In addition, the Human Resources area is also a channel for its employees.

These are the official channels for receiving complaints, dissatisfactions and allegations of violations of the Code of Conduct and the Sustainability Policy. The Montesanto Tavares Group guarantees that it will be investigated in a confidential manner, even allowing for anonymity.



**Transforming** the future.

