



CHARTER

Introduction

For a family business with roots stretching back to the 19th century, the focus on long-term sustainability comes naturally. In our view, the decades and the crises that punctuate them cannot be navigated without awareness of and respect for the people with whom an organisation works, and the environments in which it operates. Sometimes, too, it is simply the humble chance alignment of circumstances that allows us to open a new chapter.

By respecting its environments and stakeholders as much as possible, Cafés Carasso seeks to embrace sustainable development: meeting 'the needs of the present without compromising the ability of future generations to meet their own'¹.

Aware too of the challenges throughout our value chain, we favour fair trade and certified organic coffees to ensure the most balanced and sustainable trade. At the other end of the spectrum, Cafés Carasso is committed to ensuring a balance between professional, family and social life. Part-time working, as well as flexible working hours, are encouraged. Last but not least, we strive to improve the quality of life at work and the safety of our teams.

Values and principles

The people who run Cafés Carasso on a day-to-day basis are committed to:

- human values such as resilience, solidarity, trust among colleagues, the quality of internal relationships, team spirit and loyalty
- the craftsmanship of Cafés Carasso, combined with a passion for the art of coffee roasting and product quality
- the company's family-oriented culture.

These three aspects guide the operations of Cafés Carasso and their commitment to the following principles:

- transparency
- honest and ethical conduct
- respect for internal and external stakeholders
- compliance with the law

The CSR (Corporate Social Responsibility) policy derived from this Charter aims to implement, to the best of our ability, the cornerstones of sustainable development: 'environmental responsibility, social solidarity and economic efficiency'².

Geneva, 10 October 2025

On behalf of Carasso SA

Grégoire and Samuel Carasso

G. CARASSO

¹ Report of the World Commission on Environment and Development: Our Common Future (Brundtland Report), Oslo, 1987, #27

² Federal Council, 2030 Sustainable Development Strategy, Bern, 2021, p. 6