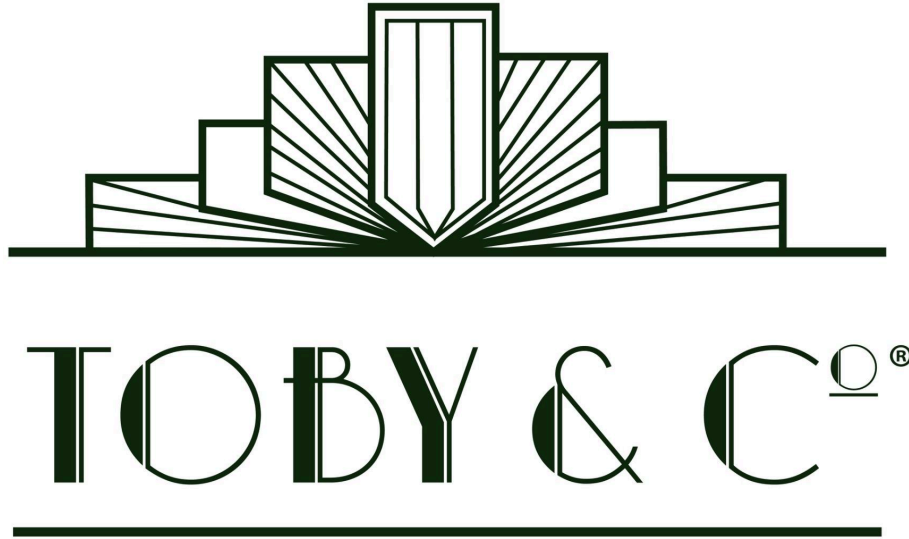




Ethical & Fair Labor Policy

Toby&Co Beverages Ltd is committed to operating as a responsible, ethical, and fair employer and business partner. As a small independent soft drink brand, we believe that all workers throughout our business and supply chain should be treated with dignity, fairness, and respect. This policy applies to all employees, contractors, suppliers, and business partners associated with Toby&Co Beverages Ltd.

Our Commitments:

- We provide a safe, respectful, and inclusive working environment free from discrimination, harassment, bullying, or abuse.
- We comply with all applicable UK employment laws, wage requirements, and workplace regulations.
- We do not tolerate forced labour, child labour, modern slavery, human trafficking, or exploitative employment practices in any part of our operations or supply chain.
- We support fair pay, reasonable working hours, and the wellbeing of all individuals connected to our Business.

- We work with suppliers and partners who share our ethical values and commitment to lawful and fair employment practices.
- We encourage openness and accountability and will investigate any concerns raised relating to unethical labour practices.

Toby&Co Beverages Ltd already maintains a separate Anti-Slavery and Modern Slavery Policy, which supports and strengthens the commitments outlined in this document. As a growing ethical beverage company, we aim to continuously improve our standards and ensure that fairness, transparency, and integrity remains central to our business operations.

We renew our commitment periodically in line with the other existing ethical policies.

A handwritten signature in black ink, appearing to be 'T. Gorn', enclosed within a large, loopy oval shape.

Signed:
Tobias Gorn
Founder & CEO
Toby&Co Beverages Ltd
29 Frog Lane
Upper Boddington
NN11 6DJ -- 03/07/2026