

Agristo Group - Human Rights Policy

March 2023

Table of Contents

1	Agristo and Human Rights	2
2	Policy scope	2
3	Human Rights Statement	3
4	Ten elements of human rights	4
4.1	Child Labor	4
4.2	Forced labor and human trafficking.....	4
4.3	Fair wages and equal compensation.....	4
4.4	Working conditions.....	4
4.5	Eliminating harassment and violence	4
4.6	Non-discrimination	5
4.7	Workplace safety and security.....	5
4.8	Freedom of association	5
4.9	Product quality, safety and security	5
4.10	Respect for private and family life	6
5	Compliance	6
6	Whistleblowing policy	6
7	Review	6
8	Implementation and reporting	6
8.1	Responsibility within Agristo.....	7
9	References	7

1 Agristo and Human Rights

Agristo is committed to respecting human rights in our value chain and in the communities where we operate. As a global company, we have a complex value chain that relies on our own operations as well as joint ventures, potato growers and hundreds of suppliers to produce and sell our products around the world. We have the ability to contribute to positive human rights impacts and recognize that we have a responsibility to prevent, mitigate and address adverse impacts through our operations and to use our leverage to encourage our suppliers and business partners to respect human rights in our broader value chain.

2 Policy scope

Agristo's Human Rights Policy applies to all Agristo employees, shareholders, advisors, contractors and every other commercial party involved in a business relationship with Agristo. This policy applies to all locations where Agristo conducts business and to all company-sponsored events.

This policy applies to the Agristo Group, including all subsidiaries :

- Agristo nv (Belgium)
- Imsto nv (Belgium)
- Agristo Nazareth nv (Belgium)
- Agristo bv (the Netherlands)
- Agristo MENA DMCC (UAE)
- Agristo UK Ltd (UK)

3 Human Rights Statement

Our approach is guided by the **United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights (UDHR)**. We are committed to respecting all of the human rights described in the **International Bill of Human Rights** and the **International Labor Organization Declaration on Fundamental Principles and Rights at Work**.

We, Agristo recognize that our responsibility to respect human rights exists regardless of whether countries fulfill their duty to protect human rights. This can pose a challenge, as instances may arise where national law and international human rights standards do not align. Where they differ, we will seek to follow the higher standard. Where they conflict, we will comply with national law and explore alternatives ways to respect international human rights standards to the greatest extend possible.



4 Ten elements of human rights

4.1 Child Labor

Agristo commits to the effective elimination of child labor within its supply chain and to implement and execute the UN Minimum Age Convention N°138. Hazardous work, considered as any work which is likely to negatively impact children's physical, mental or moral health and safety, is prohibited to children under the age of 18. The minimum working age should respect the age of compulsory schooling and should be no less than 15 years of age (exceptions for light work are only allowed in specific developing countries when local legislation allows it and when UN Guidelines are followed).

Agristo commits to providing decent work for young workers and to ensure the protection and safety of children in all business activities and facilities, while reinforcing community and government efforts to protect and fulfil children's rights. Agristo commits to comply with all local legislation regarding child labor in the countries where Agristo conducts business.

4.2 Forced labor and human trafficking

Agristo does not tolerate any form of forced labor, including but not limited to bonded labor, indentured labor, slave labor or human trafficking. Workers must be allowed to move around freely and leave their place of work when their shift ends.

4.3 Fair wages and equal compensation

Agristo ensures a fair and equal remuneration to its employees and complies with national regulations on salary and any additional benefits. Employees are guaranteed a remuneration which respects the minimum wage set by the relevant national law, if present, and are provided with all benefits which are legally required or agreed upon in their contract.

In case of overtime hours, employees are compensated according to the national regulations. Agristo is committed to gender equality and equal remuneration for male and female employees, male and female equal value of work is also ensured.

4.4 Working conditions

Contracts must have written agreements on employment, containing agreed terms and conditions, including notice periods on both sides. Agristo guarantees the fullest possible opportunity for each worker to qualify for, and to use his/ her skills and capabilities, in a job for which he/ she is well suited.

Employees are guaranteed the respect of working hours set by national laws and industry standards, access to all the necessary facilities to create a pleasant working environment and holidays according to national legislation.

Training is provided to all employees according to their needs.

4.5 Eliminating harassment and violence

Agristo is committed to providing you with a non-discriminatory work environment free of harassment and, or intimidation. Agristo will not tolerate harassment by, or harassing behavior directed toward, you by or against anyone, including executives, officers, directors, managers, coworkers, vendors or customers of Agristo.

4.6 Non-discrimination

Agristo respects diversity and avoids any form of unfair or unlawful discrimination in employment or occupation and promotes a culture where people recognize the value that a diverse and inclusive workforce brings. Agristo is committed to embracing all elements of the employees' age, gender, marital status, race or ethnicity, nationality, religion or other beliefs, sexual orientation, social and educational background, family and care responsibilities and any other form of diversity. Agristo strives to project this equality within the representation of its executives, directors, managers and board.

Agristo aims at creating a safe working environment, free from any direct or indirect and associative or individual discrimination, any sort of violence or harassment, either sexual or based on personal, political and cultural diversity. In case any discrimination occurs, it will not be tolerated and actions will be taken. The aim of Agristo is to make sure that all the employees are treated with dignity, respect and fairness and that they exhibit a conduct that reflects the values of the Group.

4.7 Workplace safety and security

Agristo is committed to providing a safe and healthy work environment, where it applies all relevant national and international legislation to the working environment. You are responsible for complying with applicable health and safety laws as well as Agristo's health and safety policies, rules and practices.

Agristo strives towards a zero harm policy by investing in your safety culture. As health and safety are important priorities, we aim to reduce workplace accidents as much as possible and strive towards zero accidents within our production sites and headquarters. All employees are our partners in this challenge and are therefore also responsible for taking the necessary precautions to protect themselves and their coworkers. For everyone's safety, you must immediately report accidents, injuries, near-misses and unsafe or threatening practices or conditions. You must not discourage the reporting of accidents, injuries, near-misses and unsafe or threatening practices or conditions. Practical jokes and horseplay which create a risk of physical harm are also strictly prohibited.

4.8 Freedom of association

Agristo commits to an open and constructive dialogue with its employees and their representatives. Employees can engage in collective bargaining according to the applicable national laws, as a way of determining the contractual working conditions and regulating the implementation of collective agreements.

4.9 Product quality, safety and security

Agristo has established a reputation for wholesome and safe food products. Our reputation is built on significant research and development and a commitment to using safe ingredients in a clean and secure environment. You are responsible for continuing our tradition of product safety and security, not only by complying with applicable laws and good manufacturing practices, but also by following our company standards that, in many cases, go beyond regulatory requirements.

Any deviations from these principles, or any threats, large or small, to the safety and security of our products, must be reported to the responsible quality assurance person. We rely heavily on product innovation to set our products apart, to continue the improvement of their quality and to enhance food safety and security.

4.10 Respect for private and family life

Agristo respects the right for a private and family life and private correspondence. Agristo will not subject any employee to an arbitrary interference of his or her privacy. Employees will never be the victim of unlawful attacks by Agristo on their honour and reputation.

5 Compliance

Agristo is committed to comply with all applicable laws and regulations. Agristo also emphasizes the moral and ethical conduct of business in all its operations.

You must comply with the laws applicable to the jurisdictions in which you are doing business. There may be uncertainty with respect to the scope and application of all relevant laws in every jurisdiction. Compliance requires a good faith effort to satisfy the intent and purpose of the applicable laws, consistent with our policy of ethical and honest business dealings. If you need legal advice or if you know or suspect that a violation of law has occurred, you should consult with the Legal & External Affairs department.

Agristo has procedures in place to remain compliant with the requirements of applicable environmental legislation and regulations. The company continuously strives to reduce impacts on the environment and to improve its environmental performance in a systematic way. Improvements cover the reduction of energy, water use, emissions, waste and noise.

An open communication with the surroundings of each production plant is essential for Agristo.

6 Whistleblowing policy

Employees within Agristo or any other whistleblowers are able to report their concerns about quality, food safety, integrity and legality to an independent third party.

Employees or any other whistleblowers can make anonymous reports on the telephone number: 00 32 9 385 55 70.

All reports will be handled confidentially. This information can also be found permanently on the memo board in the refectories of each production plant.

7 Review

Due to the continuous changes in the external context, all the issues connected to the protection of human rights need to be subjected to a periodic review. This policy can be modified whenever considered necessary, in order to ensure its adequacy and effective implementation.

8 Implementation and reporting

Beyond the formulation of this Policy, Agristo is committed to make sure that its employees are aware of this policy and of the updates, if any.

Moreover, Agristo is committed to conduct due diligences of relevancy in high-risk locations or projects and to incorporate this Policy through the annually internal control campaigns.

8.1 Responsibility within Agristo

The Human Rights policy is the responsibility of the Legal & External Affairs department. The department is responsible for the creation, administration, updating and communication of the policy.

E-mail: ward.claerbout@agrisko.com

Phone: +32 479 684 999

Signed by

Hannelore Raes
CEO
Agristo nv

9 References

- ✓ *The United Nations (UN) Universal Declaration of Human Rights and the two International Covenants making up the International Bill of Human Rights.*
- ✓ *The United Nations (UN) Minimum Age Convention N° 138 of 1973.*
- ✓ *The International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work.*
- ✓ *The International Covenant on Civil and Political Rights*
- ✓ *The United Nations Global Compact.*
- ✓ *The Ethical Trading Initiative Code*
- ✓ *Together, for the purposes of this Policy, the above documents are called the "International Human Rights Declarations".*