



Human Rights Policy

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AB AGRI HUMAN RIGHTS POLICY

At AB Agri we're committed to being a responsible business. Through our Formula 24 framework we have identified where we can make the biggest positive difference to the agri-food industry. One such focus area is the enrichment and protection of the communities and individuals touched by our business operations.

This Human Rights policy sets out our commitment to respect and protect fundamental human rights as stated in the Universal Declaration of Human Rights and the International Labour Organisation's Fundamental Conventions. The values and standards in which we expect our business to adhere are set out below:

- Employment is freely chosen - There is no forced or compulsory labour in any form, including bonded, trafficked, or prison labour
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- The land acquisition principle is adhered to
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

These values are also replicated in our Supplier Code of Conduct as we seek to do business with suppliers who are equally committed to respecting human rights. We recognise that achieving these standards uniformly across the different parts of the world in which we operate presents a unique challenge. It is our intention to drive towards the complete adoption of these principles across the AB Agri Group.

Our business values as set out in this policy provide the foundation on which all related AB Agri policies are built. It is the responsibility of every employee and contractor acting on behalf of AB Agri to comply with this policy.