



# **GREENYARD**

## **HUMAN RIGHTS POLICY**

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# 1 Greenyard's Policy on Human Rights

## 1.1. Policy Statement

Respect for human rights and human dignity lies at the core of Greenyard's fundamental values. Greenyard is committed to the highest standards of ethical behavior in the protection and promotion of human rights, including compliance with applicable laws and regulations.

This Human Rights Policy (the "Policy") complements our Code of Conduct, which sets out the norms, values and minimal standards of behavior and expected conduct of all our employees, contractors and consultants, ensuring our success as a sustainable, responsible company.

Greenyard subscribes to and respects human rights as set forth in:

- the United Nations Universal Declaration of Human Rights (UDHR);
- the eight fundamental labor conventions of the International Labor Organization (ILO);
- the UN Guiding Principles on Business and Human Rights;
- the UN Global Compact and UN Sustainable Development Goals (SDGs)
- the UN Guiding Principles on Business and Human Rights
- the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work
- the UN Convention on the Elimination of All Forms of Discrimination against Women
- the OECD Guidelines for multinational enterprises
- the OECD-FAO Guidance for Responsible Agricultural Supply Chains
- the EU code of conduct on responsible food business and marketing practices, and
- the EU Directive on Corporate Sustainability Due Diligence.

Our support for internationally recognized human rights is consistent with our ambition to enrich our workplace, collaborate with our supply chain, protect the environment and provide support to the areas in which we operate.

## 1.2. Purpose of this Policy

The objective of this Policy is to ensure that Greenyard does:

- inform employees, business partners and customers of Greenyard's commitment to human rights;
- not engage in activities that directly or indirectly violate human rights;
- prevent the negative consequences arising from any human rights violations, illegal or fraudulent acts, or other practices on individuals' well-being;

- demonstrate commitment to knowing what human rights mean and to putting this knowledge into practice through ongoing human rights due diligence in our own operations as well as in our supply chain;
- globally contribute to the respect, support and promotion of human rights.

### **1.3. Scope**

This Policy applies to **all Greenyard employees** including officers, directors, self-employed persons, consultants, trainees, seconded staff, casual workers, agency staff, third parties acting on behalf of Greenyard, all contractors, temporary staff, and agency workers, but also any business partners like suppliers or contractors.

This Policy requires Greenyard employees to respect and to promote Human Rights and their underlying principles in our strategies, operations and activities in every location where we conduct business. All employees are responsible for being familiar with its content.

### **1.4. Violation and Sanctions**

Greenyard has a **zero-tolerance** regarding violations of human rights and there are no exceptions to this Human Rights Policy.

Therefore, Greenyard considers a violation of this Policy a **serious breach of the duties** of the employee and a violation will result in disciplinary action being taken. Such disciplinary action may include and result in legal proceedings against the person(s) involved.

### **1.5. Questions and reporting**

Any questions you may have with respect to the rules in general or with respect to a particular situation should be submitted to the Group Governance & Compliance Department.

Any employee of Greenyard who becomes aware of a serious breach of this Policy, must immediately report such breach to the Group Governance & Compliance Department or via the whistleblower channel (see the Greenyard's Whistleblower Policy), available [here](#).

## **2 Human Rights & Our Commitment**

### **2.1 What are Human Rights?**

Human rights are fundamental rights associated to all people, regardless of nationality, place of residence, gender, sexual orientation, national or ethnic origin, color, religion, language or any other status. They are the fundamental rights, freedoms and standards of treatment to which governments, businesses and individuals around the world adhere and to which all people are entitled.

## 2.2 Our Commitment

We are committed to business practices that respect human rights and that align with international standards of responsible business conduct. Accordingly, we commit to the principles and guidance contained in the UN Guiding Principles on Business and Human Rights<sup>1</sup>.

# 3 Labour Rights

## 3.1 Child labour

Child labor is work that is mentally, physically, socially or morally harmful to children, or work that interferes with their schooling. This includes depriving children of the opportunity to attend school, obliging children to leave education prematurely or requiring them to combine school attendance with excessively long hours of labor.

Greenyard will apply the age of 18 as the minimum age for employment, except in the framework of internship- or vocational training programs, organized in co-operation with schools and training institutes or approved by the competent authority.

Greenyard prohibits exploitation of children within its own operations and fully respects all applicable laws establishing a minimum age for employment. We request from our suppliers not to employ child workers<sup>2</sup> for any services or products in any country and have a documented policy to prevent it.

## 3.2 Forced labor, human trafficking and modern slavery

At Greenyard, all employment is voluntary. Greenyard prohibits all forms of forced or compulsory labor. The use of prison labor or indentured or bonded labor is strictly forbidden, employees must not be required to renounce of their identity papers, passports, or work permits as a condition of employment.

Greenyard prohibits the trafficking of persons, including arranging or facilitating the travel of another person with a view to that person being exploited or modern forms of slavery.

## 3.3 Freedom of association and collective bargaining

Greenyard respects the right of all its employees to form and join lawful trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests. Greenyard does not discriminate in any way against employees that choose to form or join trade unions, or against those that choose not to form or join trade unions.

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<sup>1</sup> [https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)

<sup>2</sup> We uphold the International Labour Organization (ILO) Minimum Age Convention No. 138, which sets the basic minimum age at which a child may be employed at 15 years of age, and the minimum age for hazardous work at 18 years of age. If local minimum age law is set at 14 years of age in accordance with developing country exceptions to ILO Convention No. 138, the lower will apply. When local minimum age law stipulates a higher age for work or mandatory schooling, the higher age applies.

Greenyard and the respective employee organizations will co-operate constructively in a spirit of good faith. Even in cases of dispute, the goal shall always be to maintain viable co-operation in the long term. This implicates, amongst others, the mutual respect of agreed commitments.

We respect employees' rights to freedom of opinion and expression, freedom of thought, conscience and religion.

### **3.4 Decent working hours, remuneration and benefits**

Working hours and overtime shall comply with applicable remuneration, working hours, overtime and benefits laws and regulations and local labor agreements.

### **3.5 Discrimination and Harassment**

Greenyard prohibits all forms of discrimination based on, but not limited to, race, religion, culture, gender, age, political opinion, national origin or extraction, social origin, pregnancy and maternity, sexual orientation, gender identity or expression, or any other arbitrary means. Hiring and employment decisions, including those related to compensation, benefits, promotion, training, discipline, and termination, are made solely based on the skills, ability, and performance of employees.

Greenyard prohibits all forms of physical, verbal, sexual and written harassment, bullying, assaults or any kind of violence.

Behavior that is threatening, offending, humiliating or intimidating is not tolerated and strongly disapproved within Greenyard.

### **3.6 Health, safety and wellness at work**

Greenyard strives to ensure high standards of occupational health and safety throughout the organization. We strive to prevent all accidents, injuries and occupational illnesses within our operations. We are committed to complying with all applicable health and safety laws and regulations, company standards and other requirements.

Excessive workload can cause symptoms of stress, particularly where there is a lack of understanding, extra help or support. When it lasts over a prolonged period, it may have a significant adverse impact on that person's mental health. Greenyard requires managers to pay attention to the workload and stress level of their team members.

## **4 Diversity & Inclusion**

Greenyard believes that diversity drives innovation, strengthens our human culture and fosters a better representation and understanding of our consumer basis.

At Greenyard, we are committed to fostering a diverse, equitable and inclusive workplace where every employee, regardless of age, gender, ability, ethnic background, sexual orientation, religious belief or socioeconomic background feels safe and at home.

Greenyard promotes an inclusive environment that leverages the unique contributions of diverse individuals to collectively and effectively create opportunities for everyone and therefore is committed to:

- promoting gender diversity at all levels of the organization. We ensure equal representation, equal pay and equal opportunities for individuals of all genders;
- recognizing the importance of ethnic diversity and inclusion. We strive to create an environment where individuals from diverse ethnic backgrounds are valued for their unique perspectives and experiences;
- providing fair compensation to all individuals in proportion with their function, skills, competencies and contributions;
- ensuring that promotions and career advancement opportunities are based on merit and not influenced by bias;
- valuing employees from diverse socioeconomic backgrounds, we make efforts to ensure that individuals from underprivileged backgrounds have access to career development and advancement opportunities;
- eliminating measures that reinforce distinctions between blue- and white-collar workers. We ensure an inclusive approach where blue and white collars feel part of one company and are treated equally;
- recognizing the importance of your closest or loved ones, family and/or relatives. We support employees in achieving their work-life balance.

## 5 Suppliers

Greenyard can only achieve the principles of this Policy with the cooperation of all our supply chain partners, which we hold to the same standards as ourselves. All these labor and human rights expectations for contractors and suppliers are laid down in our Supplier Code of Conduct.

We require our suppliers to demonstrate compliance with this Policy by means of accreditation with social standards by external or internal audit schemes. All direct suppliers undergo in principle pre-contract screening. Suppliers located in high and medium risk countries and thus deemed to be at higher risk from labor rights issues, must undergo an ethical audit. Suppliers which do not yet have external assurance in place should agree a roadmap with Greenyard. The results of supplier assessments are summarized in a rating depending on the number and significance of gaps between our requirements and the supplier's policies or performance.

We will investigate allegations of practices running contrary to the Supplier Code of Conduct that are raised with us. Practices running contrary to our Supplier Code of Conduct may result in suppliers being required to develop corrective action plans backed up by audits. In addition, contracts may be terminated with immediate effect if suppliers are in breach of our Supplier Code of Conduct.

## 6 Grievance Mechanism & Non-Retaliation

Grievance mechanisms are an important channel for the provision of remedy, wherever negative human rights impacts may occur. Any violation of this Policy should be reported through the available reporting channel (see the Greenyard's Whistleblower Policy), available [here](#).

Reports of potential violations will be investigated and, if founded, remedial actions (including but not limited to termination of employment or commercial relationship, or potentially reference of the matter to the appropriate enforcement authorities) will be taken.

Greenyard will take appropriate action against anyone who retaliates or threatens to retaliate a whistleblower who in good faith raised a concern on reasonable grounds a possible violation of this Policy.

## 7 Compliance and sanctions

Employees and suppliers are expected to:

- never violate human rights;
- be vigilant of any proven violation of human rights in our direct operations or in the operations of our business partners and report any alleged violation of human rights.

Compliance with this Policy is monitored through various methods including, but not limited to, audits, self-assessment and/or feedback to the owner of the Policy, the Group Governance & Compliance Department.

Greenyard considers a violation of this Policy a serious breach of the duties of the employee and a violation will result in disciplinary action being taken. Such disciplinary action may include and result in legal proceedings against the person(s) involved.