



## Human Rights Policy

### 1. Purpose

This Human Rights Policy outlines Community Foods commitment to respect and promote human rights in all aspects of our operations, supply chains, and stakeholder relationships.

### 2. Scope

This policy applies to the following stakeholders:

- All our group employees and temporary colleagues engaged through labour agencies
- All contractors, suppliers, business partners, and the people working for them
- The communities in which we produce and source raw materials
- Any other individual who our business operations may impact, regardless of their location

### 3. Commitment

We are committed to complying with all applicable laws and regulations related to human rights and respecting internationally recognised human rights standards as defined within the International Bill of Human Rights, International Labour Organization (ILO) Core Conventions, UN Guiding Principles on Business and Human Rights and the Children's Rights and Business Principles.

### 4. Key Principles

We are dedicated to the following principles within our own operations and within our supply chain.

#### 4.1 Respect and dignity

We are committed to promoting a positive work environment where all forms of physical, sexual, and psychological abuse, coercion, harassment, and intimidation are prohibited.

#### 4.2 Non-discrimination

We will not tolerate any discrimination based on race, caste, national origin, migrant status, religion, gender, age, disability, marital status, pregnancy, parental status, sexual orientation, union membership, political affiliation, or any other status protected by law.



#### 4.3 No Forced labour

We prohibit forced labour, human trafficking, child labour, and any form of modern slavery.

#### 4.4 Fair Labour Practices

We support fair wages, reasonable working hours, freedom of association, and the right to collective bargaining.

#### 4.5 Safe Working Environment

We recognise that everyone has the right to work in a safe and healthy working environment where they are protected from accidents, injuries and occupational diseases.

#### 4.6 Privacy and Data Protection

We respect the privacy rights of individuals and are committed to protecting personal data in accordance with applicable laws.

#### 4.7 Community and Indigenous Rights

We recognise and respect the rights of local communities and Indigenous peoples, including their land, culture, and traditions.

#### 4.8 Human Rights Defenders

We firmly oppose and will not condone any actual or threatened physical or legal actions against human rights defenders who are exercising their right to free expression, peaceful assembly, or protest.

### 5. Implementation

We will:

- Integrate human rights commitments into our policies, procedures, decision-making, procurement practices, and direct contractual arrangements
- Conduct regular human rights impact assessments and implement appropriate due diligence with the aim of preventing and identifying human rights impacts
- Establish effective grievance mechanisms for all stakeholders to report on human rights concerns
- Take appropriate action to address and remedy human rights violations that our business operations may have caused or contributed to
- Provide training to colleagues and supplier partners on human rights responsibilities



- Be open with our customers by disclosing any significant human rights concerns or allegations involving our organisation or their supply chain.
- Collaborate with our customers, suppliers, business partners, and the wider food industry to promote awareness of human rights risks and support capacity-building programmes which seek to address the root cause of systemic issues

## 6. Accountability and Responsibility

Responsibility for implementing this policy rests with the Community Foods leadership team, supported by the Ethical team. All colleagues, suppliers, and business partners share responsibility for upholding the aims of this policy and are encouraged to report any concerns, without fear of retribution, if they believe our commitments are not being met.

## 7. Review

This policy will be reviewed annually and updated as necessary to reflect changes in law, best practice, and stakeholder expectations. We will monitor compliance and report on progress annually through our published Human Rights and Modern Slavery Statement.

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