

## Agthia Group PJSC

### Human Rights Policy



#### Agthia Human Rights Policy

Custodian of the Document: Head of Compliance

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### **Respect for Human Rights**

Respect for human rights is a fundamental value of The Agthia. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, and third parties. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

Agthia believes all human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's adopted 1998 and amended 2022 Declaration on Fundamental Principles and Rights at Work.

This policy applies to Agthia, the entities that we own, the entities in which we hold a majority interest, and the facilities that we manage. Agthia also expects third parties and suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.

We use due diligence to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

The Human Rights Policy is overseen by Agthia's Board of Directors, through the Head of Governance.

### **Community and Stakeholder Engagement**

We recognize that we are part of the communities in which we operate. We engage with communities on human rights matters that are important to them such as basic rights, access to water, and health. We also engage with people, our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

Where appropriate, we engage with a wide range of stakeholders on human-rights issues related to our business. This includes issues in our Company, across our value chain, and with our various sponsorships, through which we seek to promote respect for human rights.

### **Diversity and Inclusion**

We value and advance the diversity and inclusion of the people with whom we work.

We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

We also respect and encourage the country's plan to enhance and promote and enhance the skill set of UAE nationals.

### **Safe and Healthy Workplace**

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts.

### **Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

### **Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms

of slavery, and any form of human trafficking.

**Child Labor**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

**Work Hours, Wages, and Benefits**

We recognize that our employees have the right to rest and leisure, and we provide annual leave and public holidays to balance their work and personal lives. We also recognize the right to just and favorable remuneration, ensuring for himself or herself and his or her family. We compensate employees competitively relative to the industry and local labor market and in accordance with the terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws.

**Land Rights and Water Resources**

We recognize the significant implications regarding respect for human rights that land use and water use across our value chain may have, which we address through specific policies and actions.

While we do not typically purchase ingredients directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to take action and to use our influence to help protect the land rights of local farmers and communities.

We respect the human need for sustainable water supplies, safe drinking water, and the protection of both ecosystems and communities through proper sanitation. Through our water stewardship program, we pursue a rights-based approach to water that mitigates risk by assessing local water risks, consulting, and partnering with governments, communities, and other stakeholders to develop water stress solutions where and when needed, and also implementing source water protection plans at our facilities.

**Healthy Lifestyles**

We are committed to providing transparent nutrition information and a range of product options to enable consumers to make informed choices consistent with a healthy lifestyle.

**Guidance and Reporting for Employees**

We strive to create workplaces in which open and honest communication among all employees is valued and respected. The Company is committed to complying with applicable labor and employment laws wherever we operate. The Company also ensures employees are aware of the Human Rights Policy through training.

Any employee who believes a conflict arises between the language of the policy and the laws, customs, and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with group governance function or compliance function. Employees can also report suspected policy violations through the Ethics Line secured internet website at [www.agthia.ethix360ae.com](http://www.agthia.ethix360ae.com) or by calling the appropriate toll-free number for their location, which can be found on the [agthia.com](http://agthia.com) website. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Human Rights Policy is aligned with the Company's Code of Business Conduct.

This policy, including translations and related information, can be found on the Company's internal website.

**Reporting**

We report our human rights-related commitments, efforts, and statements, consistent with this Human Rights Policy, as part of our Annual Corporate Governance Report and Annual Sustainability Report. This reporting cross-references the UN Guiding Principles Reporting Framework.