

## HAYGROVE HUMAN RIGHTS POLICY

### INTRODUCTION

Haygrove's long-term business purpose is to *"Do something remarkable dammit! Create opportunities for great people, particularly those who've drawn the short straw. Move minds on what defines a great business. Live once"*.

As part of this, Haygrove is fully committed to respecting human rights – of employees, of stakeholders and of the communities in which we operate. We work hard to provide a safe working environment for all. We meet, and where the need is greatest, try to exceed our obligations regarding community and stakeholder engagement, valuing diversity, employee relations, health & safety, communication and social responsibility. Showing respect and dignity towards everyone is important to us.

This Human Rights Policy is guided by the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the Core Conventions of the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Haygrove's Human Rights Policy applies to all those businesses and subsidiaries forming the group of Haygrove Limited. Haygrove Limited is committed to identifying, preventing and mitigating adverse human rights impacts related to our business, or those that we work with, through due diligence.

### COMMUNITY AND STAKEHOLDER ENGAGEMENT

We wish to be at the front of a gathering wave of organisations that collectively contribute to a new definition of the word 'Business'. Business is the vehicle through which most global populations seem to have chosen to organise themselves. We believe the world would be much better if business acted and measured itself in concrete ways across all three bottom lines – Profit, People and Planet. We're trying.

We wish to create and share opportunities within the communities that we touch. We have committed to having a positive upliftment project near every site where we have 5 or more employees. For example, in the UK we have an aim to 'establish or greatly assist 20 community gardens in 10 years for therapeutic purposes'. In Africa, we aim to 'launch successful Bright Futures business

partnerships every year with employees who have drawn the short straw'. Bright Futures is an earned upliftment programme targeting our farmers from disadvantaged communities.

We recognise the impact our business has on the communities in which we work and we are committed to community engagement, listening and dealing with local issues at a local level.

## **VALUING DIVERSITY**

Haygrove is a multicultural, multisocietal business of total equals, built on trust. We actively encourage the enjoyment of diversity and understand that it represents an incredible opportunity to cross-pollinate learning. Different perspectives create value. We could not do this without total commitment to zero tolerance of discrimination or harassment. Everyone has an equal opportunity to thrive and maximize their potential regardless of race, sex, colour, nationality or social origin, religion, age, sexual orientation, disability or political opinion.

We want everyone who works with us to achieve their full potential, helping them exceed their own expectations. We recruit and promote based on the value of an individual's contribution, qualifications, performance, skill and relevant experience. We are a meritocracy where, with the right attitude, those starting at the bottom can rise to the top. We are about creating opportunities for great people.

## **HEALTH AND SAFETY**

Haygrove are committed to ensuring that employees can work in an environment free from physical, psychological and verbal abuse, the threat of abuse and sexual or other harassment, due to internal or external factors.

The Company will provide a safe place of work complying with health and safety laws and requirements. Using best practice, we will take all reasonable steps to prevent accidents and injury.

Haygrove is committed to engaging with employees to continually improve Health & Safety in our workplaces including the identification of hazards and remediation of health & safety issues.

All employees shall receive an appropriate level of training to enable them to perform their duties.

## EMPLOYEE RELATIONS & COMMUNICATIONS

The heart of Haygrove is its people. It's an exciting but demanding business made up of strong (and often quirky!) personalities coming together to 'Do something remarkable dammit!'. We develop roles around individual talents and aspirations. We want everyone who works with us to achieve their full potential, helping them exceed their own expectations. We shape roles to people more than is normal in business.

We challenge ourselves to be beyond compliant and even remarkable in this area! Haygrove compensates employees competitively for the industry and local labour market. We are fully compliant with wages, work hours, overtime and benefit laws.

The Company prohibits the use of all forms of forced labour and adheres to their Modern Slavery Statement and Modern Slavery Policy.

We are committed to open and honest communication amongst all our employees. Any potential violations of this policy should be confidentially reported to local management or the Human Resources Department. Employees will also receive emails inviting them to partake in an anonymous ethical survey, reporting any issues on a weekly basis.

The Company is committed to investigating, addressing and responding (where possible) to the concerns of the employees and taking corrective action where necessary.

No reprisal action will be taken against any employee for raising a concern under this policy.

## SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Over the next twenty years, with help, we aim to be part of a gathering wave of examples, of a new type of small and middle-sized businesses, who choose to measure themselves across a 'Triple Bottom Line' of Profit, People and Planet. Businesses who raise the bar to the traditional norm. Businesses who incorporate to their core, deliberate development opportunity for people less fortunate than most of us, and deliberate benefit, rather than cost,

Operating at the highest level of ethical and environmental standards, complying with the ETI (Ethical Trading Initiative) base code and challenging ourselves to go beyond what is required by law is in our mind daily.

Haygrove will not engage in activities that have unacceptable environmental risk. Risks are identified and rectified as soon as possible. We adapt systems to monitor and minimize any negative impact on environment and communities.

## **MONITORING**

Adherence to this policy is the responsibility of business management and will be monitored for compliance through internal and external audit processes. We are implementing hard triple bottom line measurement of Profit, People and Planet.

## **REVIEW**

This policy will be reviewed on an annual basis and the company reserves the right to amend this policy at any time, and where necessary will reflect changes in relevant legislation.