



HUMAN RIGHTS & SUSTAINABILITY POLICY

Human Rights & Sustainability Policy

Date: October 2020 Version: 1.1 Next review: October 2021

Authorised by: CEO

In2food respects and encourages the promotion and protection of all Human Rights. As a national business, we acknowledge that we work in a world of diverse cultures, ethnicities, religions and opinions. We respect every culture's right to live in accordance with their beliefs, provided these beliefs do not support, condone or encourage any detrimental impact on human rights. In particular we advocate;

1. The support and respect of internationally proclaimed human rights
2. Ensuring we are not complicit in human rights abuses
3. Upholding the elimination of all forms of forced and compulsory labour
4. Upholding the effective abolition of child labour
5. The eliminate discrimination in employment
6. The support of a precautionary approach to environmental issues
7. Undertaking where feasible, initiatives to promote greater environmental responsibility
8. Working against corruption in all its forms, including extortion and bribery

Our Commitment:

We respect the environment, the communities in which we operate, human rights, and we oppose corruption.

Our Expectations:

We expect our employees and suppliers to act in a socially and environmentally responsible manner. We require them to comply with applicable laws and regulations. We encourage corruption-free decision making and sound management based on appropriate environmental, occupational health and safety, and human rights and labour policies. Our employees are held accountable for complying with such policies. We expect our suppliers to operate in a similar manner.

SPECIFIC PRINCIPLES

Labour

In2food:

- Prohibits the use of forced, bonded, indentured or involuntary prison labour
- Employs workers who are at least 16 years old
- Sets work hours to comply with local law
- Complies with applicable wage laws, regulations and legally mandated benefits.
- Support flexible work arrangements where role and/or duties support this
- Maintains workplaces free of physical or mental harassment and abuse
- Maintains workplaces free of unlawful discrimination and harassment in all of its forms, including that related to race, gender, sexual orientation, age, pregnancy, caste, disability, union membership, ethnicity, religious beliefs or any other factors protected by law



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- Encourages open communication and direct contact between workers and management in situations where representation and collective bargaining are restricted by law
- Respects the special needs of individual employees, including those who are pregnant or are returning to work after childbirth
- Respects and ensure compliance with employees' rights to privacy of their personal information

Health and Safety

In2food:

- Minimises worker exposure to potential safety hazards through proper design, planning, engineering and administrative controls, preventive maintenance and safe work procedures. Workers are not to be disciplined for raising safety concerns
- Ensures regular maintenance and safety checks are carried out on all plant & equipment
- Maintains appropriate emergency plans and response procedures
- Manages, tracks and reports occupational injuries and illnesses
- Provides clean toilet facilities and staff amenities
- Continuously improve health and safety performance in all of its operations

Environmental

In2food:

- Minimises adverse effects of our business on the community and environment, while safeguarding the health and safety of the public
- Complies and maintains with the appropriate environmental permits, registrations, and law
- Implements programs to conserve energy where feasible
- Identifies and manages potentially hazardous materials used in our operations to ensure safe handling, movement, storage, recycling or reuse, and disposal of such materials

Governance

In2food:

- Prohibits corruption, extortion and embezzlement, bribery, or other means of obtaining undue or improper advantage
- Properly protects business information, customer information, and intellectual property rights in accordance with applicable laws, regulations and business requirements
- Appropriately protects employee and supplier "whistle-blower" confidentiality and prohibits retaliation for reporting violations



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Reporting and Accountability

In2food:

- Strives to achieve these principles throughout its operations
- Managers and Supervisors are responsible for helping their team members comply with this policy. Employees are expected to comply with the policy, and submit their questions or concerns to supervisory staff or to members of Human Resources Department