



Approved by the Board of AUGA group, AB on November 22, 2019

## **POLICY ON HUMAN RIGHTS, NON-DISCRIMINATION, CHILD LABOUR AND FORCED LABOUR**

### **INTRODUCTION**

We are one of the largest vertically integrated organic food companies in Europe, and we apply stringent business ethics standards in all field of our activity.

We seek to create benefits for our customers, employees, society and shareholders, and we therefore must remain fair and ethical in all fields of our activity and adhere to enforced laws and key international principles related to human rights.

### **PURPOSE**

The purpose of this policy is to lay down the guidelines based on which AUGA group, AB (Company) with its subsidiaries (Group) ensure the adherence to the guiding principles of protection of human rights.

### **PROTECTION OF HUMAN RIGHTS**

The Group respects human rights in adherence to the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the fundamental conventions of the International Labour Organisation. These principles shall be applied and upheld in all fields of our activity.

The Code of Business Conduct of the Group provides that the respect for human rights constitutes an integral part of the key values of the Group.

We apply the principles of protection of human rights not only to ourselves but also to all parties concerned. We seek to not have any business relationships with partners that disregard these principles. Our partners, suppliers and contractors are encouraged to adhere to the fundamental standards in the field of protection of human rights.

### **NON-DISCRIMINATION**

Companies of the Group fulfil the non-discrimination obligations prescribed by national and international legislation. In the Group, we have zero tolerance for discrimination, humiliation, harassment or insults on grounds of employee sex, age, nationality, race, religious and political beliefs or other personal traits.

All employees are provided with equal opportunities for working and improving in the Group, and their work is evaluated based on their performance. This principle is also closely adhered to during employee selection and salary negotiations.



We provide equal conditions to all employees, irrespective of their personal traits referred to above. We encourage every employee to adhere to stringent requirements for mutual tolerance and respect for human rights.

#### **CHILD LABOUR AND FORCED LABOUR**

The Group adheres to the prohibitions and restrictions regarding child labour and forced labour prescribed by national and international legislation.

The Group does not employ people who are under 16 years of age.

We do not employ any forced labour methods, including forced labour relations or certain conditions of labour (e.g. demands to provide a deposit, taking away of ID documents or restriction of free movement). We do not tolerate and do not contribute to human trafficking.

#### **IMPLEMENTATION OF PRINCIPLES**

It is important for the Group that all of its employees adhere to the provisions of the policy.

We responsibly react to notices of violation of human rights that employees may send to their immediate superior, the HR manager or the head of administration of the Company, or send to the e-mail address created for this purpose, [etika@auga.it](mailto:etika@auga.it).

#### **FINAL PROVISIONS**

This policy shall be approved and, where needed, amended by the Board of the Company.

A person may notify the manager of the HR Department of the Company about the possible need to amend the policy and provide explanations of the need and related circumstances. The manager will examine the notice and, if the amendment is viewed as advisable, shall, by the end of January, provide the Board with summarised information about any notices, inquiries and complaints received in connection with this policy over the past calendar year and present a report on the implementation of the policy and the need to amend it to the Board of the Company.