



Human Rights Policy

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Hilton Food Group (HFG) is committed to upholding international human rights standards, ethical trading processes, and socially responsible business practices. It is our responsibility to ensure that the human rights of workers in our own operations and supply chains, including agency workers, are both respected and protected.

This policy outlines our commitment to following the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and the Ethical Trade Initiative Base Code. As full participants of the UN Global Compact (UNGC), we are committed to supporting their 10 Principles.

This policy covers 100% of HFG manufacturing operations. The governance of this policy is overseen by the Chief People and Culture Officer with oversight by the Sustainability Committee. The responsibility for its implementation sits with the Operations and People & Culture teams across our business, working in partnership with the Group CSR team that includes a dedicated ethics resource. Our commitment to human rights and our expectations of suppliers to HFG is outlined in our Supply Chain Social Responsibility Policy.

We will take all reasonable steps within HFG operations to maintain satisfactory working conditions, pay a fair wage, comply with local labour and health & safety laws, and commit to the following principles;

- Employment is freely chosen and forced labour is prevented
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic with access to potable water
- Child labour is not to be used and children's rights are respected
- Wages and other remuneration are paid in accordance with local employment legislation and employment markets, respecting national minimum wage and industry agreements where applicable. This supports the ability for workers to meet their basic living needs
- Working hours are not excessive and comply with local labour law requirements
- No discrimination is practised. For example, against race, religion, gender, age, sexual orientation, disability or nationality
- Regular employment is provided
- No harassment or abusive behaviour is allowed including harsh or inhumane treatment or physical disciplinary action
- The fair treatment of migrant workers with regard to travel, accommodation, and recruitment fees
- Where accommodation to workers is provided it is to a high and frequently inspected standard. Offering a safe, warm and hygienic place to live with appropriate essential amenities
- All workers have access to fair grievance procedures and remedies
- Communicate our Human Rights Policy to personnel and external stakeholders

We will work to monitor and report on our human rights impacts as a business; applying robust human rights due diligence, including conducting risk assessments and working with our stakeholders.

This policy and its associated guidance will be reviewed periodically and amended as necessary.

Signed by
Philip Heffer
Hilton Food Group Chief Executive Officer

Date: 3rd August 2021