



# DECLARATION OF PRINCIPLES HUMAN RIGHTS

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Version 01, 26.02.2025  
File: AGR GROUP POLICY  
Human rights

THIS DECLARATION OF PRINCIPLES REAFFIRMS THE MANAGEMENT BOARD OF AGRANA BETEILIGUNGS-AG'S CORE STRATEGY AND ITS COMMITMENT TO PROMOTING AND RESPECTING HUMAN RIGHTS AS PART OF THE EXISTING AGRANA COMPLIANCE MANAGEMENT SYSTEM, ESPECIALLY WITH REGARD TO ITS SUPPLY CHAIN.

THIS DECLARATION OF PRINCIPLES IS BINDING FOR ALL AGRANA COMPANIES, THEIR SUBSIDIARIES, AND THEIR EMPLOYEES AND GOVERNING BODIES. IN CONJUNCTION WITH THE AGRANA CODE OF CONDUCT, WHOSE VALUES MUST ALSO BE OBSERVED BY OUR BUSINESS PARTNERS, THESE TWO DOCUMENTS COMPRISE OUR DECLARATION OF PRINCIPLES.

## AGRANA-RESPONSIBILITY

This Declaration of Principles is based on AGRANA's values and forms an integral part of our commitment to ethical, social and environmentally responsible practices. The AGRANA-Code of Conduct defines a clear set of values for all our business partners and highlights the important role played by our value chain in our corporate strategy.

Compliance is the basis for all business decisions. By accepting our Code of Conduct, suppliers and business partners agree to comply with these standards. To minimize potential negative effects in our supply chain, supply contracts contain risk-based clauses on environmental rights, labor rights and human rights. The AGRANA General Terms and Conditions include a compliance clause to ensure that business partners adhere to the Code.

AGRANA regards respect for and protection of human rights not only as a legal obligation, but also as an expression of our corporate responsibility. With this Declaration of Principles, AGRANA reaffirms its commitment to promoting and respecting human rights around the world. At the same time, a common understanding and a uniform standard for assuring human rights is established throughout the AGRANA-Group and along the supply chain.

## AGRANA BUSINESS ACTIVITIES

Our business activities and the associated proximity to primary agricultural production mean that sustainable business practices and respect for human rights are an integral part of AGRANA's business model. AGRANA has conducted a comprehensive analysis of the value chain to systematically identify and assess impacts on employees and assign them to the individual levels. Due to our business model, most of the impacts are concentrated in the upstream value chain, particularly in the Fruit segment. AGRANA applies this integrated approach in its sustainability reporting as well; for this reason, it lists the key sustainability indicators relevant to its business activities in its annual report.

## AGRANA-VALUES

Our values and principles are firmly enshrined in the **AGRANA-Code of Conduct** and form the basis for our day-to-day activities. Our internal and external stakeholders along the entire value chain are required to share and implement these values. This Statement of Principles complements the AGRANA-Code of Conduct and Compliance Guidelines and focuses on respecting, promoting and safeguarding human rights. AGRANA is guided by internationally recognized standards and principles that provide the framework for our actions:

- United Nations Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- Core labor standards of the International Labor Organization (ILO)
- OECD Guidelines for Multinational Enterprises
- Principles of the UN Global Compact (UNGC)
- Regulations of the Supplier Ethical Data Exchange (SEDEX)

Our guiding principles and key human rights values are set out in our Code of Conduct, which is our core approach to implementing measures aimed at preventing and minimizing risks:

### Human dignity and personal rights:

AGRANA unreservedly respects the dignity and personal rights of every human being.

### Prohibition of child labor, forced labor and compulsory labor:

AGRANA does not tolerate any form of child labor, forced or compulsory labor, or slavery.

### Promoting equality and respect:

Discrimination and harassment of any kind are unacceptable.

### Freedom of association and collective bargaining:

AGRANA acknowledges the right to freedom of association and collective bargaining.

### Fair working conditions:

AGRANA ensures that its employees are able to work under conditions that are fair, safe and legally compliant.

### Health and safety in the workplace:

AGRANA is committed to providing workplaces that are free from health and safety hazards.

### Environment and sustainability:

AGRANA conducts its business activities on the basis of ecological responsibility.

### Responsibility of our business partners:

AGRANA requires all its business partners to respect and implement the principles set out in this Declaration.

### Reporting and protection of whistleblowers:

AGRANA promotes a culture of open communication and ensures that everyone can report any violations of this Declaration of Principles.

### Implementation and monitoring:

The AGRANA-Compliance-Management-System has a strong focus on the prevention of compliance risks. The CMS focuses on preventing compliance risks, including from business partners. AGRANA prioritizes environmental and social aspects when selecting suppliers in order to ensure a responsibly managed supply chain. Our business partners must offer fair working conditions, respect human rights and assume social responsibility, including in their own supply chain. AGRANA managers are responsible for compliance with these principles. Implementation is supported by regular training and monitoring; violations are not tolerated. Our business partners must agree to the AGRANA Code of Conduct and enforce its principles in their value chain. Suppliers of agricultural raw materials are subject to additional requirements for sustainable procurement.

## AGRANA-APPROACH

### Risk management and duty of care in Group processes

AGRANA integrates dedicated compliance risk analyses into its Group-wide risk management system. Findings from ongoing discussions and internal experience are incorporated into the assessments. The analyses, which are conducted annually as well as on an ad hoc basis, identify priority human rights risks in our business division and the supply chain. They form the basis from



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which targeted measures are derived to minimize risks and protect affected groups. Employees at increased risk of poor working conditions, vulnerable supply chain workers and vulnerable consumers are particularly at risk. To minimize risks, AGRANA identifies high-risk countries and implements measures such as compliance audits in cooperation with the Internal Audit department. At the local level, compliance managers reinforce audits to prevent negative impacts such as child labor. Training courses are also provided to raise awareness of ethical standards. High-risk suppliers are required to join the SEDEX platform and carry out a self-assessment. A SMETA audit can also be carried out to assess social and ethical standards. Progress and findings are published in the annual report. The internal Supply Chain Guard working group was set up to promote human rights over the long term. It focuses on high-risk areas such as Latin America, promotes dialog with stakeholders and facilitates best practice sharing.

## Duty of care and due diligence obligations and processes

By integrating these criteria into the procurement process, AGRANA is contributing to minimizing negative impacts and promoting positive social change. This reinforces not only our own sustainability strategy, but also those of AGRANA's partners. To comply with our due diligence obligations, AGRANA relies on systematic human rights due diligence processes that comprise the following elements:

1. Continuous evaluation: We conduct assessments of human rights risks in our business activities and along the entire supply chain on a regular basis, at least once a year.
2. The internal AGRANA-Supply Chain Guard working group addresses topics related to the supply chain.
3. Monitoring: We continuously monitor compliance with human rights standards by carrying out audits.
4. Reporting: Progress and challenges are communicated to relevant bodies in a transparent and structured manner and in the annual report.
5. Training and raising awareness: Raising awareness of human rights obligations and duty of care is a key component of our strategy. AGRANA regularly provides compliance training and awareness-raising sessions aimed at promoting awareness among all employees and stakeholders.

## Reporting and governance

The AGRANA-Management Board has overall responsibility for compliance. Compliance falls under the remit of the CEO, who has established a certified Compliance-Management-System, which is run and monitored by the Compliance Office and managed by the Corporate Director of Sustainability & Compliance. Reports on human rights measures are submitted to the Management Board as part of the Compliance Management Review. This also includes reports on the current status of topics relating to human rights. These reports include progress on and compliance with standards relating to environmental, social and governance (ESG) risk analyses, risk minimization measures and risk management effectiveness assessments, which are also published in the annual report and take the protection of whistleblowers into account. Reports are also submitted to the Audit Committee, the Strategy and Sustainability Committee and the Supervisory Board.

## Reporting systems

AGRANA managers must organize their areas in such a way to guarantee compliance with the Code of Conduct, internal corporate guidelines and statutory requirements.

In line with their fiduciary duty, all AGRANA employees must immediately report any violations of the Code of Conduct and human rights to their superiors via the standard internal AGRANA channel of communication. In order to prevent and disclose potential risks, internal and external stakeholders also have the option of submitting a report on the following and other topics

anonymously via the encrypted [AGRANA-Whistleblowing system](#), which is available online:

- violations of labor law including occupational safety, discrimination, harassment and bullying
- violations of the AGRANA-Code of Conduct
- violations of human rights
- violations of environmental protection laws

AGRANA's internal AGRANA-Whistleblowing Guideline must be adhered to. All reports are investigated with the utmost care and confidentiality following a standardized process. All reports are checked, processed, documented, and – once the appropriate measures have been taken – concluded on the basis of the dual control principle. Retaliation against whistleblowers is prohibited. Once appropriate measures have been recommended, the affected departments are contacted to verify their effectiveness. All cases submitted to the Compliance Office are managed via the internal case management system.

## IN CONCLUSION

This Declaration is an expression of our commitment to a fair and respectful corporate culture. AGRANA is committed to promoting human rights in all its business areas and supply chains and seeks to contribute to creating a sustainable and equitable society.

Environmental agreements. Within AGRANA, the AGRANA-Environmental Policy and the AGRANA-Principles for the Procurement of Agricultural Raw Materials and Intermediate Products must be adhered to.

Land use must be environmentally friendly and in harmony with the landscape and must comply with the applicable laws on nature conservation, property rights and land use rights.

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Printouts are to be checked for relevance before use!