



Human Rights & Environmental Policy

Introduction

At Joriba Bakery Group, we are committed to conducting our business in a responsible, ethical and sustainable manner. We recognize our responsibility to respect human rights, ensure fair working conditions, protect the environment and contribute positively to the communities in which we operate.

This policy applies to all Joriba Bakery Group entities, employees, suppliers, subcontractors and business partners, unless otherwise formally agreed in writing. We expect all parties within our value chain to uphold the principles outlined in this policy.

Human Rights & Labour Standards

Joriba Bakery Group is committed to respecting internationally recognized human rights and labour standards, including the principles set out in the International Labour Organization (ILO) conventions, the OECD Due Diligence Guidance for Responsible Business Conduct and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

- Providing a workplace where all employees are treated with dignity, fairness and respect.
- Prohibiting all forms of forced labour, bonded labour, compulsory labour, slavery and human trafficking. Employment must always be freely chosen.
- Prohibiting child labour and complying with all applicable minimum working age requirements and relevant international standards.
- Respecting the right of employees to freedom of association, collective bargaining and employee representation in accordance with applicable laws.
- Promoting equal opportunities and preventing discrimination based on gender, age, race, nationality, religion, social background, sexual orientation, disability, political opinion or any other protected characteristic.
- Prohibiting harassment, intimidation, violence, abuse and any inhumane treatment in the workplace.
- Providing fair wages and benefits in accordance with applicable legislation, collective labour agreements and sector standards.
- Ensuring working hours, overtime and rest periods comply with applicable legislation and industry standards.
- Maintaining a safe, healthy and hygienic working environment and continuously improving workplace safety to prevent accidents and occupational health risks.

Environmental Responsibility

Joriba Bakery Group is committed to minimizing the environmental impact of its activities and complying with applicable environmental legislation and standards.

- Reduce waste generation and promote responsible waste management and recycling practices.
- Manage water use and wastewater responsibly.
- Improve energy efficiency and reduce greenhouse gas emissions where feasible.
- Support responsible sourcing practices and sustainable raw material supply chains.
- Protect biodiversity and reduce environmental impact throughout our operations.
- Continuously improve our environmental performance through monitoring, evaluation and operational improvements.



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Responsible Business Conduct & Traceability

We are committed to transparency, integrity and responsible business practices throughout our operations and supply chain.

- Conducts business in accordance with applicable laws and ethical business standards.
- Supports due diligence processes aimed at identifying, preventing and mitigating adverse human rights and environmental impacts.
- Maintains appropriate traceability systems for products carrying sustainability claims (RSPO, Fairtrade, RFA).
- Encourages suppliers and business partners to uphold equivalent human rights, labour and environmental standards.

Reporting & Grievance Mechanism

Employees, suppliers, communities and other stakeholders are encouraged to report concerns related to human rights, labour conditions, environmental impacts or unethical business conduct.

Joriba Bakery Group maintains a grievance mechanism allowing concerns or complaints to be raised confidentially and without fear of retaliation. Reported concerns will be reviewed and handled appropriately.

Governance & Implementation

Management is responsible for the implementation, communication and continuous improvement of this policy throughout the organization.

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D. Maes (CEO)

P. Ide