

## Human Rights Policy

**Scope :** This policy applies to all AG Barr business divisions

### Purpose

This policy outlines the international standards that form the basis of our human rights-related policies. We ensure adherence to human rights principles throughout our business operations, and our Human Rights policy acts as an overarching document.

Human rights are not simply a matter of legal compliance, but underpin the values and principles we expect our employees and suppliers to exhibit.

### Scope

This policy applies to all AG Barr business divisions, including direct employees, suppliers, third party contractors, and subsidiaries and joint ventures. Human Rights matters along our supply chain fall under our Supplier Code of Conduct.

### Alignment with International Human Rights Standards

Our Human Rights approach aligns with the [International Labour Organisation's Declaration on Fundamental Principles and Rights at Work](#). This includes the following principles which are referenced throughout our relevant company policies.

- a) Freedom of association and the effective recognition of the right to collective bargaining.
- b) The elimination of all forms of forced or compulsory labour.
- c) The effective abolition of child labour.
- d) The elimination of discrimination in respect of employment and occupation.
- e) A safe and healthy working environment.

The governance and implementation of our human rights-related policies also reflect [UN Guiding Principles on Business and Human Rights](#), including the monitoring of actual or potential human rights impacts from our own activities or directly linked to our operations.

### Policies and governance

Human Rights-related principles are included in the following policies, which are publicly available on our website:

1. [Supplier code of conduct](#)
2. [Modern Slavery Statement](#)
3. [Health, Safety, and Wellbeing Policy](#)
4. [Dignity and Respect at Work Policy](#)
5. [Diversity, Equity, and Inclusion Policy](#)

Our Human Rights policy is reviewed annually and approved by the ESG Committee. Human Rights forms part of our due diligence process for acquisitions and joint ventures.

### **Reporting a Human Rights breach**

We encourage a free and open culture of communication and employees are expected to report any breaches to our company policies, including the Human Rights policy. Our [Speaking Up policy](#) details the procedures and tools in place that allow employees to disclose concerning practices, while maintaining anonymity and protection from any repercussions.

Additionally, the human rights-related policies listed in this document have individual compliance processes to ensure breaches are reported and appropriately remedied.

<b>Last Reviewed</b> : April 2025	<b>Last Updated</b> : April 2025
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