

# Human Rights Policy

Version 1 (01-10-2019)

*This document is intended for all involved parties within the entire Vreugdenhil Dairy Foods chain.*

The Human Rights Policy complies with the following international standards:

- The statement about fundamental principles and rights at work from the International Labour Organisation (ILO)
- The United Nations Guiding Principles on Business and Human Rights
- The Universal Declaration of Human Rights

This policy defines the most important standards for Vreugdenhil Dairy Foods. Our respect for human rights is not limited to these standards. We expect our employees, management and the persons who work for Vreugdenhil via a contract with third parties, our suppliers and business partners, to respect human rights in accordance with this policy. This policy forms the basis to help us to understand, avoid and address human rights-related risks.

## **Health and safety**

Health and safety always come first at Vreugdenhil. Nothing is more important than the safety of our people. The company provides a healthy and safe working environment. We offer personal protective equipment and training. We also define regulations and procedures to prevent accidents. Our employees and all other persons who work with us directly or indirectly, or who visit our sites, have the responsibility to act in a safe way. They must also always adhere to the safety regulations and procedures.

## **No coercion**

All our employees must be able to work freely. We do not tolerate any circumstances in which persons are coerced through the use of intimidation or violence. Employees must also continue to be informed of the regulations and conditions of their work and must be paid regularly and in time, as agreed.

## **Child protection**

We respect the rights of the child as recorded in the UN Convention on the Rights of the Child, including the right to education, the right to rest and to play and a child's fundamental basic rights. We do not permit child labour within our facilities or in those of our suppliers. We are also committed to supporting the elimination of child labour in chains.



### **Non-discrimination**

We respect individual and cultural diversity. We treat people honestly and equally based on the principle of non-discrimination, without discriminating according to race, skin colour, gender, sexual orientation, religion, national or social origin, age or disability. Payment and promotion are arranged in accordance with the principle of equal opportunities.

### **No intimidation or violence**

We do not tolerate any physical, verbal, sexual or psychological intimidation, bullying, abuse or threats. We do not tolerate such treatment in the workplace, nor in any work-related circumstances outside the workplace, such as work-related events.

### **Rest and time off**

We support our employees in achieving a healthy balance between their work and personal lives. We always satisfy local legislation with respect to working hours, overtime and rest.

### **Fair pay and income**

All our employees must receive adequate payment for a good standard of living, sufficient to provide for the fundamental basic needs of the employee and his/her family.

### **Corrective and complaint procedures**

Respect for human rights also includes preventing human rights issues or addressing these at an early stage, or searching for an appropriate solution in the event that human rights are infringed. We promote an open feedback culture. Employees who observe or suspect a possible violation of these standards in our own activities or in the chain, are urged to report their concerns to their manager, an HR colleague or a confidential counsellor. For everyone, it applies that potential violations can also be reported, anonymously if required, via our website: <https://www.vreugdenhildairyfoods.com/contact/>.

### **Suppliers**

Our human rights standards also apply to our suppliers via the Supplier Code. This code helps suppliers understand the Vreugdenhil Dairy Foods minimum standards. We expect our suppliers to understand and respect the content.