

Human Rights and Social Responsibility Statement

Introduction

As an EU based agricultural trading company operating across global supply chains, we recognize our responsibility to respect, protect, and promote human rights and to contribute to sustainable and socially responsible agricultural value chains. We are committed to conducting our business in a manner that upholds human dignity, fosters safe and fair working conditions, protects the environment, and supports resilient communities in all regions where we operate and source our products. We conduct our business with integrity and comply with applicable anti-corruption, anti-money laundering, and international trade regulations. This statement applies to all Cefetra operations. Our commitment is aligned with internationally recognized human rights standards and the expectations of our customers, partners, and other stakeholders.

Our Commitment to Human Rights

We respect all internationally recognized human rights as set out in local, national and international laws, regulations and international standards, including those related to labor, environment and health and safety.

We expect the same commitment from our suppliers, service providers, and business partners.

Labor rights and fair working conditions

Cefetra believes in maintaining and continuously improving a safe, healthy, and respectful work environment. We treat all employees, chain partners and workers in the value chain with dignity and respect.

We prohibit forced labor, child labor, human trafficking, and all forms of modern slavery, respect freedom of association and the right to collective bargaining, provide fair wages and equal remuneration for equal work and ensure non-discrimination based on gender, ethnicity, religion, disability, sexual orientation, nationality, or other protected characteristics.

Safe, healthy, and hygienic working environments, with proper equipment and protection against hazards, are basic requirements that are in place in all Cefetra operations.

Providing appropriate training to perform the work in a safe and healthy manner is embedded in all our entities and we ensure reasonable working hours and rest periods in line with international and industry standards.

We expect our suppliers and partners to uphold the same standards, as set out in our supplier code of conduct.

Employee conduct, human rights governance and workplace standards

Cefetra expects its own employees to uphold and apply the same human-rights, labor and ethical standards it also applies to the supply chain. These are laid down in the employee Code of Conduct, which is an integral part of the employment contracts. It includes maintaining a workplace free from discrimination, harassment, intimidation, or abusive behavior; ensuring fair and lawful treatment of workers, including agency and third-party labor; and protecting personal data in line with applicable privacy legislation.

Responsible and ethical sourcing

Because we source agricultural ingredients for food, feed and fuel from diverse regions around the world, we recognize the importance of transparent, responsible supply chains. We are committed to:

- Conducting risk based human rights and environmental due diligence in our supply chains
- Identifying and addressing risks related to land rights violations, deforestation, biodiversity loss, and climate impacts
- Supporting farmers and cooperatives in improving economic resilience, working conditions, and sustainable agricultural practices
- Promoting traceability, transparency, and continuous improvement in the sourcing regions

We do not engage with suppliers who fail to comply with our standards or who do not take corrective actions when violations are identified.

Community wellbeing and social responsibility

Due to our position in (the majority of) our supply chains, we are not directly connected to farmers and rural workers. Therefore, we actively seek cooperation with our chain partners to support livelihoods of farmers, respect cultural rights, traditional land use, and the rights of Indigenous Peoples and promote access to fair markets. We promote gender equity and empowerment within agricultural communities and work collaboratively with industry initiatives and stakeholders to strengthen social and environmental outcomes.

For the soy supply chain, one of our largest product flows, we have developed and implemented the Certified Responsible Soy program, determining minimum requirements related amongst others to labor conditions, land rights and environmental & social responsibility. It enables Cefetra to directly engage with farmers at the beginning of our supply chain, with direct support and guaranteed outlet of their certified flows. Cefetra aims to roll out this concept to other supply chains.

Environmental Responsibility

We recognize the intrinsic link between environmental protection and human rights. We are committed to minimizing our environmental footprint across logistics, operations, and sourcing and ensuring that commodities we trade are not linked to deforestation, conversion or ecosystem degradation and comply with the EU Deforestation Regulation (EUDR) when entering into force, or similar regulations outside the EU when these are applicable.

Cefetra Ecosystem Services is set up to support agricultural practices that promote soil health, water conservation, biodiversity, and climate resilience. A dedicated team works together with farmers to reduce their on-farm carbon footprint through regenerative farming.

Whistleblowing and grievance mechanisms

Cefetra has set up an whistleblower system for employees, farmers, communities, and stakeholders to raise concerns safely and confidentially, which is accessible through the website. All complaints will be investigated through a structured and transparent process, we protect individuals from retaliation and take corrective actions where violations occur. We report annually on due diligence, risks, progress, and corrective measures.

Governance and Continuous Improvement

Our leadership is accountable for implementing this statement and embedding respect for human rights across our business. They integrate sustainability and ethical considerations into strategic decisions. We regularly review and update our policies and train employees on human rights and responsible sourcing. We monitor our chain partners for compliance with our supplier Code of Conduct and develop partnerships to increase our influence and continuously improve human rights in our supply chains.

This Human Rights & Social Responsibility Statement reflects our dedication to building agricultural supply chains that are fair, safe, transparent, and resilient—benefiting people, communities, and the planet.