

Cefetra Group

SUPPLIER E-LEARNING
HUMAN RIGHTS

2026





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Background, Expectations, and Consequences

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Global Supply Chains and Human Rights

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Cefetra is a global trader in agricultural and food products. These markets are closely connected through international supply chains. Responsible sourcing helps protect people, support sustainable growth, and create long-term economic opportunities worldwide.



Complex global supply chains can increase the risk of unsafe working conditions, labour rights violations and environmental harm if effective safeguards are not in place.



Across the EU and globally, companies are increasingly expected to conduct due diligence on human rights and environmental risks in their operations and supply chains.



The United Nations and the OECD have published guidelines on how companies in global supply chains can fulfil their human rights due diligence obligations in order to remedy these abuses.



From 2029, the **EU Corporate Sustainability Due Diligence Directive (CSDDD)** is expected to apply to:

- EU companies with more than 5,000 employees and EUR 1.5 billion turnover
- Non-EU companies generating more than EUR 1.5 billion turnover in the EU market

The Directive introduces mandatory human rights and environmental due diligence requirements, expected from 2029 under the proposed EU Omnibus simplification package. Cefetra's suppliers may also be indirectly affected.



EU Deforestation Regulation (Regulation (EU) 2023/1115), adopted in 2023. **(EUDR)**

- From 30 December 2026, prohibits the sale, import, and export of products linked to deforestation or forest degradation in the EU.
- Covers cattle, cocoa, coffee, palm oil, rubber, soy, and wood, and products derived from them.
- Requires due diligence proving goods are deforestation-free and legally produced.



EU Forced Labour Regulation (2024/3015)

- From 14 December 2027, prohibits the sale, import, and export of products made wholly or partly with forced labour in the EU. Applies to all sectors and origins, with no size threshold, unlike CSDDD; enforced via a risk-based approach by Member States and the Commission.

****Please check local supply chain regulations that may apply, e.g. the UK Modern Slavery Act 2015.***

Expectations and Consequences

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Cefetra expects suppliers to:



Commit to shared standards and expectations (also mentioned in Cefetra's Supplier Code of Conduct)



Support the review processes and ongoing improvements where needed



Maintain appropriate grievance and reporting mechanisms



Promote responsible business conduct throughout their own supply chains

Consequences of Non-Compliance

Failure to comply with applicable human rights and environmental requirements may lead to:

- Regulatory investigations and enforcement actions
- Financial penalties under applicable laws
- Increased due diligence and audit requirements
- Reputational risks and commercial impacts
- Suspension or termination of business relationships



Key Takeaway

Cefetra and its suppliers share the responsibility for building responsible, transparent and resilient supply chains.



Your commitment helps us to protect human rights, improve workers conditions in our supply chains and meet customer expectations. Together we create long-term value



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Types of Risks

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Human Rights and Environmental Risks

Social Risks

Child labour

Children are prevented from education and face harmful work.

Forced labour

Work is demanded under threat, coercion or deception.

Unsafe working conditions

Poor health and safety practices that endanger workers.

Discrimination

Unequal treatment based on characteristics such as gender, ethnicity or religion.

Unfair wages

Wages that do not meet legal minimums or living standards.

Environmental Risks

Pollution and emissions

Air, water and soil pollution harming people and ecosystems.

Hazardous substances

Use, storage or release of harmful chemicals without proper controls.

Waste management

Improper handling, storage or disposal of waste and hazardous materials.

Water use

Excessive or contaminated water use in areas facing water stress.

Environmental damage

Activities leading to deforestation, soil degradation or loss of biodiversity.



Suppliers are expected to identify, prevent and address these risks within their operations and supply chains.



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Support Guidelines and Tools

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What can suppliers do to manage risks?



Suppliers should integrate **appropriate prevention and remediation measures** to ensure these risks are effectively addressed and managed, both within their own business and across their upstream supply chain.

These should include, for example:

- Trainings
- Manuals
- Code of Conduct and
- Contractual clauses with your suppliers and subcontractors

What Is Important To Pay Attention To?

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Examples of specific regulations for the protection of human rights

Child labour: The worst forms of child labour, which include slavery, prostitution, illicit activities (e.g. drug trafficking) or activities harmful to the child's development, are strictly prohibited. Children in less developed countries must be at least 14 years old, and in other countries at least 15 years old, to be employed.	ILO Convention No. 138 & 182
Forced Labour & Slavery: Involuntary work or services performed under threat of punishment are strictly prohibited.	ILO Conventions No. 29 & 105
Lack of occupational safety and health: Disregard for occupational safety and health is prohibited. This includes insufficient safety standards, lack of appropriate protective measures or measures to prevent excessive physical and mental fatigue.	ILO Convention No. 155
Restricted workers' rights: The right of workers to form associations without prior authorisation must not be restricted and must be guaranteed.	ILO Convention No. 87 & 98
Discrimination: Any distinction, exclusion or preference based on race, colour, sex, creed, political opinion, national origin or social origin and any other distinction, exclusion or preference is prohibited.	ILO Convention No. 111
Withholding decent wages: Equality of pay between male and female workers for work of equal value must be ensured wherever possible.	ILO Convention No. 110
Environmental pollution and degradation: Activities must not cause significant pollution of air, water or soil, excessive resource consumption, environmental degradation or adverse impacts on biodiversity and ecosystems.	Corporate sustainability due diligence - European Commission
Land rights and community impacts: Business activities must respect land rights, access to natural resources and the livelihoods of local communities. Unlawful eviction or deprivation of land, forests and waters must be avoided.	Corporate sustainability due diligence - European Commission
Other severe adverse human rights impacts: Any conduct that causes or contributes to serious violations of internationally recognised human rights must be prevented and addressed.	Corporate sustainability due diligence - European Commission

Tools and Resources

These resources are shared for your awareness - they offer useful background if you'd like to explore human rights due diligence topics further:

International Standards	UN Guiding Principles on Business and Human Rights OECD Due Diligence Guidance for Responsible Business Conduct
Human Rights Due Diligence	SME Compass 5 Steps towards Managing the Human Rights Impacts of your Business
Policy Commitment	Guidance on How to Develop a Human Rights Policy Designing Effective Human Rights Training
Risk Analysis	CSR Risk Check
Taking Measures	Toolkit for Sustainable Procurement
Human Rights Indicators	Quantitative Human Rights Indicators for Business
Grievance Mechanisms	Preventing Human Rights Violations

Grievance Mechanism for Reporting Risks & Violations

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Should you wish to report risks or violations within the scope of the business relationship with Cefetra, you can use the [whistleblowing system](#). Confidentiality is assured, and reports can also be submitted anonymously through the whistleblowing system's form.

The whistleblowing system is available for sharing concerns about potential misconduct, inappropriate practices, or other matters that may need attention.

Your Contribution as a Supplier

As a Cefetra supplier, you are responsible for ensuring that the requirements listed in this document are also addressed along your own supply chains. In this way, we work together to ensure responsible treatment of people, the environment and animal welfare.

We expect you to inform your employees and your suppliers of the possibility of reporting risks and violations via the [Cefetra whistleblowing system](#) and to set up your own reporting channels for risks or violations within the scope of your business relationship.



Contact Us

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https://www.cefetra.com/sustainability/

Our specialists are happy to analyze your products' environmental footprint – and provide advice on how to reduce it.

carbon-reduced commodities.

related ambitions and combining these with our knowledge and expertise we can provide sustainable solutions.

Visit Ecosystem Services →

Contact sustainability department

Want to get in touch with our sustainability department? Send an email to sustainability@cefetra.nl or fill in the contact form.

First name*	Last name*
Email*	Company name*
Your message*	

Send →

Want to contact our sustainability department? Send an email to sustainability@cefetra.nl or fill in the contact form on our website.