



## Human Rights Policy

### Scope

This Policy applies to all directors, officers and employees of The Arnott's Group. All are expected to comply with this Policy. The Arnott's Group is committed to working with suppliers and other third parties who uphold the principles in this Policy or who adopt similar policies within their businesses.

### Policy

Respect for human rights is fundamental to The Arnott's Group and the communities in which we operate. We are committed to ensuring that people are treated fairly, with dignity and respect.

This Policy is guided by international human rights principles encompassed in the *Universal Declaration of Human Rights*, the International Labor Organization's *Declaration on Fundamental Principles and Rights at Work*, and the United Nations *Guiding Principles on Business and Human Rights*.

### Forced Labour and Human Trafficking

The Arnott's Group prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour, and any form of human trafficking, whether in our own operations or those of our suppliers.

The ability of employees to move freely shall not be restricted through abuse, threats or practices such as retention of passports or valuable possessions in an unlawful manner and without their consent.

### Child Labour

The Arnott's Group will not tolerate child labour in our own operations or those of our suppliers.

We do not employ children under the age of 16, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is higher. In addition, we will not employ any person under the age of 18 years if they may be engaged in work which could be categorised as hazardous. We will not deal with suppliers who do not meet these standards.

### Work Hours, Wages and Benefits

We are committed to operating in full compliance with all applicable wage, work hours, overtime and benefits laws and will only do business with suppliers who do the same. All overtime will be offered on a voluntary basis and no one will be forced to perform overtime.

## **Safe and Healthy Workplace**

The Arnott's Group strives to provide a safe and healthy workplace for all our employees and complies with applicable safety and health laws, regulations and internal requirements. For more information on this topic, please consult our *Occupational Health and Safety Policy*.

## **Diversity and Non-discrimination**

The Arnott's Group is an equal opportunity employer and prohibits unlawful discrimination. Having employees with diverse backgrounds, perspectives, skills, and experiences helps strengthen our teams and our business.

## **Bullying and Harassment Prohibition**

The Arnott's Group is committed to treating employees with respect and dignity and providing a workplace free of sexual harassment or other unlawful harassment. We will not tolerate harassment of employees by managers or co-workers, on or off-site. We will also endeavour to protect employees from harassment by non-employees in the workplace. Any form of psychological, physical, sexual or verbal abuse, intimidation or corporal punishment will not be tolerated. For more information on this topic please refer to our *Anti Bullying, Harassment and Discrimination Policy*.

## **Freedom of Association and Collective Bargaining**

The Arnott's Group respects employees' right to join, or not to join, a labour union without fear of reprisal, retribution, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.

## **Reporting Concerns or Wrongdoing**

Open and honest communications among employees are valued and respected. If you have any questions about this Policy, or if you would like to report a potential violation of it, please speak to your manager, your People & Culture Business Partner, the Legal Department or any member of the Arnott's Leadership Team. You also may report suspected violations of this Policy using our Speak Up platform – for more information on this, see our *Speak Up Policy*.

No reprisal or retribution will be taken against any employee for raising concerns under this Policy. The Arnott's Group is committed to investigating, addressing, and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.