

# Anora Human Rights Commitment

## Our Commitment

Anora is committed to respect human rights as enshrined in the International Bill of Human Rights consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights as well as the International Covenant on Economic, Social and Cultural Rights; and – the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work including the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment.

Where there is potential for adverse impacts on vulnerable people or groups, we will also consider other international standards and principles that elaborate on the rights of such individuals or groups, including e.g., indigenous peoples, women, children, and migrant workers and their families, and human rights defenders. This includes, for example, the Convention on the Elimination of All Forms of Discrimination Against Women and the Convention on the Rights of the Child.

Anora is committed to taking measures, based on due diligence processes, to avoid causing or contributing to adverse human rights impacts through our own activities (including own operations & our supply chain), and to addressing and remediating such impacts when they occur. We find ways to exercise our leverage to address adverse human rights impacts arising out of our business relationships.

Anora seeks ways to honour the principles of internationally recognized human rights also in geographical contexts where there might be conflicts between international human rights principles and applicable host-government legal requirements. Anora encourages its partners to do the same.

## Our salient human rights risks

Our salient human rights issues arise from our supply chain. Agricultural value chains and some of the geographies we source from are prone to human rights risks and we recognize the need to actively identify possible changes in our and our suppliers’ operating environment which might increase the likelihood of these risks. We are committed to taking regular steps to ensure that we have identified all risks and taking needed measures to eliminate or mitigate the risks.

We conducted a human rights impact assessment with the help of external human rights expertise in 2023 and identified the following actual or potential salient human rights risks in our supply chain:

- Right to health & safety
- Right to freedom of discrimination in employment
- Right to decent work
- Right to freedom of association and collective bargaining
- Forced labour

We recognize that the likelihood of these risks can be amplified among vulnerable groups, such as seasonal and/or migrant workers, and in certain geographies.

## **Our process to mitigate these risks**

Anora is committed to improving systematically the ways for our sustainable procurement. We already have in place processes and systems to manage the identified risks:

- Anora Code of Conduct & Code of Conduct for Suppliers and Sub-contractors
- Third-party audits & certificates
- Internal audits & supplier visits
- Risk country profiles to give us a holistic understanding of the human rights situation in our supply chain countries
- Supplier Self Assessment tool to both communicate about Anora's commitments and gain a wider understanding of our suppliers' sustainability (incl. human rights) approach
- Human rights training for all employees to share the findings from our impact assessment process and strengthen internal competence

Our human rights management processes are constantly developing, and we recognize that this is an area which requires active attention.

## **Grievance mechanism**

Should you become aware of any non-compliance with this Human Rights Policy by either an Anora employee or a business partner, report such behavior through the Anora Whistleblowing Channel. The same reporting system is open for both Anora employees as well as external parties, so anyone can submit their report through the channel. All messages are investigated confidentially. As per our Code of Conduct, we do not tolerate any form of retaliation against people raising concerns.

<https://anora.com/en/investors/governance/whistleblowing-channel>.

## **Policy implementation**

The Anora Executive Management Team, overseen by the Board of Directors, is responsible for the overall strategic direction of the business, and ultimately decides on Anora's approach to and processes for respecting human rights, including the allocation of resources to support the implementation of this policy.

Operationally, Anora's Executive Management Team has assigned responsibility for the implementation of our Human Rights Policy in the supply chain to all purchasing functions.

On everyday level, each Anora employee is expected to act according to this Policy and take needed steps to ensure that the Policy is implemented throughout Anora's business, including own operations and supply chain.

## **Approval**

This Human Rights Policy has been approved by Anora Executive Management Team in June 2023. The Policy will be regularly updated to allow us to also communicate our evolving approach on human rights.