

oterra™

Human Rights Policy

Human Rights as the baseline



OTERRA is committed to be a good member of society and we behave accordingly by respecting and promoting human rights in our relationship with our stakeholders. With operations around the world, we strive to be an active and responsible partner in our respective local communities and in our business conduct, upholding global standards which include but are not limited to, equal opportunity and non-discrimination, forced labor and child labor, working time and remuneration, freedom of association and collective bargaining, health, safety & security, respect for privacy.

We exercise our influence by conducting our business operations in ways that seek to respect, protect and promote the full range of human rights described in all local and international conventions, rules and regulations.

We believe that the protection and respect of Human Rights in the the value chain is a fundamental step in the conduction of business that contribute to a positive Human Rights impact.

This Human Rights Policy applies to the entire Oterra Group, the entities that we own, the entities in which we hold a majority interest and the facilities that we manage. Furthermore, and we expect our suppliers to uphold this Policy and urge them to adopt similar principles within their own businesses.

Equal opportunity and non- discrimination

We recruit, employ, retain and promote the people most qualified and suited for a particular job. We base our employment decisions on merit (i.e., the individual's values, abilities, skills, performance and experience). We do not discriminate against individuals on the basis of age, gender, race, religion, marital status, sexual orientation or any other legally protected characteristic.

Forced labor and child labor

We ensure that all our employees work out of their own free will. We do not accept corporal punishment, forced or involuntary labor, or other forms of mental and physical coercion, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We do not use or permit the use of child labor.

Working time and remuneration

We compensate employees competitively relative to the industry and local labor market, and in accordance with applicable laws and any collective agreements on working hours, including overtime, and fair remuneration.



Freedom of association and collective bargaining

We respect freedom of association and the right to engage in collective bargaining in accordance with local laws and international conventions. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue in good faith with their freely chosen representatives.

Health, safety & security

We provide a safe and healthy work environment to prevent accidents and injuries and minimize the causes of hazards. We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Choice of suppliers

We favor suppliers which hold and practice the same principles we value. At the same time, we seek to influence our suppliers to take into consideration this Human Rights Policy through the acceptance of our Supplier Guiding Principles while working along with us.




Oterra's Whistleblower Portal

At Oterra, we have implemented mechanisms that promote transparency and accountability throughout our business. We want to promote a culture based on open dialogue. Everyone must feel able to speak out about any serious and sensitive concerns.

Oterra has a Whistleblower Portal that enables all employees of Oterra, including temporary, permanent and contract employees, customers, suppliers, business partners and other stakeholders to report any illegal or unethical misconduct or serious or sensitive concerns.

All reports are strictly confidential. Access the portal through the following link:

<https://oterra.integrityline.com/frontpage>

The background of the lower half of the page features a collage of images. A large semi-circular cutout on the left shows a close-up of golden-brown, textured pet food kibble. To the right of this cutout, the text "January 1, 2025" is displayed. Below the kibble cutout, another semi-circular cutout reveals a close-up of a red, spiky seed pod, likely from a baobab tree, which is filled with small, round, red seeds. The overall color palette is warm, dominated by reds, oranges, and browns.

January 1, 2025