

HUMAN RIGHTS POLICY

_____ is committed to ethical trading fundamentals, operating a socially (and environmentally) responsible business and protecting the rights of workers. Every person is a unique individual and has the right to be treated with respect, fairness and dignity and to work in a safe, healthy and non-threatening workplace.

In order to demonstrate commitment to the above _____ shall;

- ⊙ Comply with all applicable laws and regulations, specifically with regard to:
 - Employment
 - Health and Safety
 - Immigration
 - Human Rights
- ⊙ Preclude the use of forced, bonded or compulsory labour including for labour recruiter or other entity to pay off debt
- ⊙ Respect employees' right to freedom of association and collective bargaining
- ⊙ Provide a safe and healthy work environment for all employees and contractors.
- ⊙ Ensure that minors are only employed under circumstances which protect them from physical risk and ensure their education and human development is not compromised.
- ⊙ Prohibit discrimination in the workplace and ensure workers are to be treated with respect, fairness and dignity. This includes not supporting or tolerating threats of corporal punishment, mental or physical coercion, bullying, harassment, or abuse of any kind.
- ⊙ Pay fair and legal wages, including benefits, holidays and breaks, and force no person to work and/or work unacceptable hours.
- ⊙ Prohibit any involvement in any act of corruption, extortion, embezzlement, as well as any form of bribery, whether directly or indirectly
- ⊙ Ensure all employees and Worker Representation/Management GRASP Liaison (if applicable) are aware of the complaints process and will not be penalized for initiating one.
- ⊙ Review this policy three-yearly and any associated procedures as necessary to ensure ongoing best practice.
- ⊙ There is zero-tolerance policy for any violations of the human rights policy or local laws while on the orchard.

Signed by Management: _____ Dated: _____

Signed by Worker Representation/ Management GRASP Liaison:

_____ Dated: _____