

PURPOSE AND INTRODUCTION

Strauss Brands is committed to establishing our commitment to uphold the Universal Core Labour Standards with a particular focus on Freedom of Association (FOA) and the right to collective bargaining as fundamental rights of our employees. Strauss Brands recognizes and respects the rights of all employees to form, join, or not to join a trade union for the protection of their interests and to engage in collective bargaining. Strauss Brands is committed to providing an environment in which these rights can be exercised without fear of discrimination or retaliation.

RESPONSIBILITY

This policy applies to all employees, contractors, and subsidiaries of Strauss Brands across all regions of operation

POLICY STATEMENTFreedom of Association:

- ★ All employees have the right to establish and join organizations of their own choosing without prior authorization
- ★ The company will not interfere with, inhibit, or impose any restrictions on the formation of such associations or their administrative procedures

Right to Organize:

- ★ Strauss Brands will recognize elected representatives of workers for the purpose of engaging in constructive dialogue
- ★ Strauss Brands commits to negotiating in good faith with these representatives on matters concerning employment conditions

Non-Discrimination:

- ★ There will be no discrimination against employees who choose to join or not to join a union or other forms of representation
- ★ Employees engaging in union activities will not be subject to termination or any other form of prejudicial action

Collective Bargaining:

- ★ Strauss Brands supports and respects the right to collective bargaining and will actively participate in discussions for collective agreements that aim to improve the working conditions and terms of employment
- ★ Strauss Brands will honor all agreements reached through this process and implement them in good faith

No Child Labor or Forced Labor:

- ★ In alignment with the ILO's Core Labour Standards, Strauss Brands prohibits the use of child labor and forced labor in any of its operations

Working Conditions and OHS:

- ★ Strauss Brands is dedicated to ensuring safe and healthy working conditions for all employees and to providing information, training, and supervision as necessary to achieve this

Compliance and Implementation:

- ★ Strauss Brands will regularly review and monitor compliance with this policy and the principles it embodies, including the establishment of grievance mechanisms
- ★ Strauss Brands commits to annual reporting on the implementation of this policy, detailing progress and any challenges encountered

Grievance Mechanism:

- ★ Employees can report any breach of this policy without fear of retaliation
- ★ All reports will be investigated promptly and confidentially

PROGRAM NAME

P 002 ★ Freedom of Association and Worker Representation Charter

Training and Communication:

- ★ This policy will be communicated to all employees, and training will be provided to ensure it is understood and effectively implemented
- ★ Managers and human resources staff will receive additional training to support employees in exercising their rights under this policy

IMPLEMENTATION AND COMPLIANCE

- ★ Risk Assessments: We will conduct regular human rights impact assessments to identify, prevent, mitigate, and account for how we address our impacts on FOA
- ★ Training and Awareness: We will provide training and/or resources to our employees to ensure they understand and can implement this policy effectively
- ★ Grievance Mechanism: Strauss Brands will establish a grievance mechanism for employees and other stakeholders to report human rights concerns without fear of retaliation
- ★ Monitoring and Reporting: Compliance with this policy will be regularly monitored and results will be included in our annual sustainability report
- ★ Continuous Improvement: We are committed to continuously improving our practices to support human rights, seeking dialogue with our stakeholders, and learning from best practices

RESPONSIBILITY AND REVIEW

The ultimate responsibility for this policy lies with the senior leadership of Strauss Brands. This policy will be reviewed annually and updated as needed to ensure relevance and effectiveness in representing our employees' rights and interest

RESOURCES AND REFERENCE MATERIAL

[RULES OF THE GAME An Introduction to the Standards-Related Work of the International Labour Organization](#)
[A Brief Introduction to International Labor Standards](#)
[Human Rights Due Diligence Framework](#)
[C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)
[C098 - Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)
[C135 - Workers' Representatives Convention, 1971 \(No. 135\)](#)
[ILO Declaration on Fundamental Principles and Rights at Work and its Follow Up](#)
[ILO Declaration on Social Justice for a Fair Globalization, 2008](#)
[C144 - Tripartite Consultation \(International Labour Standards\) Convention, 1976 \(No. 144\)](#)
[R113 - Consultation \(Industrial and National Levels\) Recommendation, 1960 \(No. 113\)](#)
[Universal Declaration of Human Rights](#)
[International Covenant on Civil and Political Rights](#)
[R094 - Co-operation at the Level of the Undertaking Recommendation, 1952 \(No. 94\)](#)
[International Covenant on Economic, Social and Cultural Rights](#)
[Optional Protocol to the International Covenant on Economic, Social and Cultural Rights](#)
[Guiding Principles on Business and Human Rights](#)

| REVISION DATE | REASON FOR CHANGE | APPROVED BY |
|---------------|-------------------|--------------|
| 10.27.2023 | Release | Elsa Kastrul |