

PURPOSE AND INTRODUCTION

Strauss Brands is committed to conducting business with integrity, respecting the dignity and rights of all individuals who interact with our operations, products, and services. This policy outlines our commitment to upholding human rights in accordance with international standards and practices, reflecting our dedication to ethical conduct and corporate social responsibility

RESPONSIBILITY

This policy applies to all employees, contractors, suppliers, and partners of Strauss Brands, across all our operations and activities worldwide

POLICY STATEMENT

Strauss Brands recognizes that businesses have a responsibility to respect human rights as outlined in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We are committed to:

- ★ Respect for Individual Dignity: Ensuring that all individuals are treated with respect and dignity, free from discrimination, harassment or any form of abuse
- ★ Non-Discrimination: Providing equal opportunity and fair treatment in employment, irrespective of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status
- ★ Freedom of Association and Collective Bargaining: Recognizing the right of all personnel to form and join trade unions and to bargain collectively in accordance with local laws and principles
- ★ Forced Labor and Human Trafficking: Prohibiting all forms of forced or compulsory labor, child labor and human trafficking within our operations and supply chain
- ★ Working Conditions and Compensation: Ensuring safe and healthy working conditions, fair wages, and benefits that comply with national laws and benchmarks for our industry
- ★ Privacy: Respecting the privacy and confidentiality of personal information of our employees, customers and other stakeholders.
- ★ Community Engagement: Engaging with communities and stakeholders to ensure that our operations do not negatively impact their human rights and to address any adverse impacts that do occur

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 human rights
- ★ Training and Awareness: We will provide training 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 its ongoing effectiveness and relevance

RESOURCES AND REFERENCE MATERIAL

[RULES OF THE GAME An Introduction to the Standards-Related Work of the International Labour Organization](#)
[ETI Base Code Guidance: Modern Slavery](#)
[C029 - Forced Labour Convention, 1930 \(No. 29\)](#)
[C105 - Abolition of Forced Labour Convention, 1957 \(No. 105\)](#)



REVISION DATE	REASON FOR CHANGE	APPROVED BY
10.27.2023	Release	Elsa Kastrul