



## Newly Weds Foods Human Rights Policy

*"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."*

-United Nations Declaration of Human Rights

### **Our Commitment**

Newly Weds Foods, its affiliates and subsidiaries ("Newly Weds") recognizes its responsibility to respect human rights and is committed to preserving these rights within its operations. Newly Weds respects the human rights of our people, people in the communities where Newly Weds operates, as well as with its suppliers and business partners. Newly Weds is dedicated to treating everyone with fairness, dignity, and respect as demonstrated in its employment practices, non-discrimination policies, and its health, safety, and environmental policies.

Newly Weds is committed to compliance with all applicable laws and regulations with respect to human rights. It is the responsibility of every Newly Weds director, officer, employee, and representative to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment. Likewise, in establishing and maintaining relationships with its supply chain partners and other business partners, Newly Weds expects the same compliance with applicable human rights laws.

### **Equal Employment Opportunity (EEO) and Non-Discrimination**

Newly Weds is dedicated to providing a safe, respectful, and open environment that supports ambition and excellence. In all interactions and decision-making processes related to hiring, remuneration, training, and promotion, Newly Weds actively advocates for equitable compensation, diversity, inclusion, equal opportunities, freedom of association, and upholds various other human rights.

Newly Weds' Equal Employment Opportunity (EEO) Policy prohibits any form of discrimination based on gender, sexual orientation, gender identity, marital status, family status, creed, colour, race, religion, age, ethnic origin, nationality, union status, or disability. Newly Weds values the views of its employees and promotes a collaborative, open, and transparent communication environment. It seeks to provide a workplace where all employees are treated with respect and dignity. Failure to comply with Newly Weds' EEO and other non-discrimination policies may result in dismissal or other disciplinary action.

### **Ethical Trading Initiative (ETI) Base Code**

Newly Weds is fully committed to complying with the Ethical Trading Initiative (ETI) base code within the company and throughout its supply chain. Key objectives include:

- a. Employment is freely chosen.**  
Ensuring that employment is chosen freely without the use of forced, bonded, or involuntary prison labour. Employees are not required to lodge "deposits" or identity papers with their employer and are free to leave their employment after reasonable notice.
- b. Freedom of association and the right to collective bargaining are respected.**  
Respecting the right of employees to join or not to join a trade union. Newly Weds requires its suppliers and contractors to respect their employees' right to freedom of association.
- c. Working conditions are safe and hygienic.**  
Promoting a secure, safe, and healthy workplace and minimizing the risk of accidents, injury, and exposure to health risks within operations. Newly Weds does not tolerate harassment, including unwelcome verbal, physical, sexual, or other conduct that creates an intimidating or hostile work environment.

- d. Child labour shall not be used.**  
No recruiting any children to work for the organization consistent with Newly Weds' Child Labor Policy. Newly Weds verifies the age of all employees at the time they are hired.
- e. Living wages are paid.**  
Ensuring employees are fairly compensated in alignment with the applicable national laws, industry standards, and local labour markets, and in accordance with the terms of any applicable collective bargaining agreements. All employees receive written and understandable information about their employment conditions, particularly regarding wages, before they enter employment. Payslips are provided to each employee every time they are paid. Deductions from wages, apart from those permitted by national law, are not made without the expressed permission of the employee concerned.
- f. Working hours are not excessive.**  
Ensuring that working hours comply with the applicable national laws, collective agreements, which are confirmed in writing before the employee enters employment. Overtime is voluntary and employees are compensated at a premium rate for any additional hours worked. All employees are entitled to reasonable rest periods and days off.
- g. No discrimination is practiced.**  
Creating a safe and inclusive working environment where all individuals are treated fairly and with respect. Newly Weds' standards include:
- i. *Fairness and Transparency*  
Being fair and transparent and treating all with integrity and openness. Newly Weds does not tolerate behaviour that marginalizes, disadvantages, or devalues others.
  - ii. *Diversity in Workforce*  
Building a workforce that reflects the diverse communities Newly Weds serves. Newly Weds invests in its hiring processes to attract a more diverse pool of people and tackles barriers that prevent from attracting and retaining diverse talent.
  - iii. *Inclusive Environment*  
Striving to create an inclusive environment where people feel comfortable sharing their opinions and sense that they belong. Newly Weds encourages individuals to embrace differences, to listen to other points of view, and collaborate to achieve the best outcomes.
  - iv. *Responsibility for Inclusivity*  
Ensuring that everyone across Newly Weds understands their responsibilities in driving an inclusive and diverse culture and the opportunities it can bring.
- h. Regular employment is provided.**  
To the fullest extent possible, Newly Weds ensures that work is performed on the basis of recognized employment relationships established through the applicable national laws and practice.
- i. No harsh or inhumane treatment is allowed.**  
Newly Weds prohibits physical abuse, discipline, the threat of physical abuse, sexual harassment, other forms of harassment, verbal abuse, and any other forms of intimidating behaviours.



### **Sedex Membership**

Newly Weds is a proud member of Sedex, undergoing regular audits. The platform helps manage performance related to labour rights, health and safety, the environment, and business ethics. Newly Weds' Sedex membership signifies its commitment to sharing information and utilizing it to enhance ethnic standards within the supply chain.

### **Reporting Violations**

If any employee believes that an individual within Newly Weds, a supplier, or a contractor is violating this Human Rights Policy and/or the law, they are encouraged to report it immediately to their manager, the Human Resources Department, or via Newly Weds' Whistleblower Hotline (please dial 0800 89 00 11, and then once connected input this number 833 202 3740) or [ethics@newlywedsfoods.com](mailto:ethics@newlywedsfoods.com). No reprisal or retaliatory action will be taken against anyone for raising legitimate concerns. Newly Weds committed to investigating and responding to such concerns in a prompt and responsible manner.

### **Commitment to Stakeholders**

Newly Weds recognizes that it is part of a broader community wherever it operates. Where practical, Newly Weds is committed to dialogue and engagement with all relevant parties in an effort to understand, assess and address areas of concern as appropriate. Newly Weds will collaborate with internal and external stakeholders to ensure compliance throughout its supply chain.

Bert Rodriguez  
Vice President – Human Resources  
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