

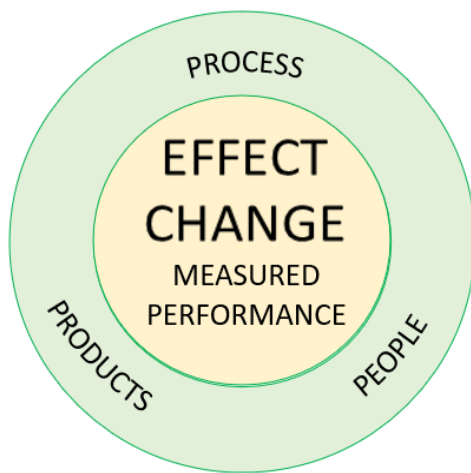


Human Rights Commitment, 2025

BARFOOTS

Barfoots is dedicated to promoting and respecting human rights across our operations, supply chain, and surrounding communities.

To produce and supply specialty crops responsibly, we uphold ethical practices aligned with international human rights standards, and the UNGPs shape our approach to due diligence. Our strategy emphasises human rights, fairness, and compliance with global frameworks such as the United Nations Universal Declaration of Human Rights, and the UK Modern Slavery Act. This commitment ensures ethical business conduct, social responsibility, and sustainable development both within our business and throughout our global supply network, with the acknowledgement that climate change has both direct and indirect impacts on human rights.



Effecting Change through measured performance

– Governance and reporting

Process – Due diligence and risk management

People – Ethical Standards and Human Rights

Products – Supply chain integrity and compliance

Figure 1. The Barfoots Human Rights and Ethical Management framework, showing the three key pillars we use to effect change throughout our business and supply network.

Effecting Change – Governance and Reporting

Transparency and accountability are central to Barfoots' approach. Our Human Rights Working Group, led by the Group CEO, oversees the company's efforts in this area and meets quarterly. This group monitors for any emerging issues or allegations and ensures fulfilment of our remediation policy. We provide regular updates to stakeholders, including our staff, customers, and supply partners, on our progress, ethical compliance with international standards, and supply chain accountability. Barfoots collaborates with suppliers to maintain ethical practices, aiming to exceed national and international human rights standards. We actively engage with stakeholders to enhance human rights and sustainability across our operations.

People – Ethical Standards and Human Rights

People are at the heart of our business, and we are committed to ensuring equal opportunity for all employees, regardless of race, gender, religion, age, disability, or sexual orientation. We strive to provide a fair and respectful work environment, free from discrimination, harassment, and exploitation.

We uphold a clear responsible recruitment policy, requiring all labour agencies to adhere to it. Additionally, we comply with the Ethical Trading Initiative (ETI) Base Code, ensuring fair wages, safe working conditions, and a zero-tolerance approach to forced labour and child labour. We also promote workers' rights to freedom of association, privacy, and well-being. Our remediation policy ensures transparency and consistency, while allowing the flexibility to treat each case individually. Our policies are communicated with all staff and suppliers in a range of ways to ensure accessibility and include a Barfoots document portal, our website, and signed supplier undertakings.

Our commitment extends to employee development. We provide equal access to training and career advancement opportunities, including ethical standards and modern slavery awareness. Coupled with a robust grievance policy, anonymous whistle-blower hotlines, and employee engagement programmes, we empower our staff and suppliers to address and report any human rights concerns.

Process and Products – Risk Management and Supply Chain Integrity

Barfoots employs a comprehensive risk management process to assess and address human rights risks throughout our supply network, and we have full traceability within our raw material supply chains. Our Supplier Code of Conduct supports supplier compliance with international labour standards, and includes a requirement for suppliers to respect human rights and comply with the ETI Base Code. We conduct regular audits of our operations and supply chains to assess compliance with human rights principles. Additionally, we partner with third-party experts to verify and ensure thorough human rights due diligence, including independent audits.

We have a clear commitment to responsible procurement practices and consider human rights in our sourcing strategy. Our ethical trade and business conduct policy, alongside anti-bribery and corruption training, underpins our commitment. Additionally, we maintain a risk register to identify and monitor ethical risks, ensuring continuous improvement in worker welfare and community well-being.

Collaboration and Partnerships

Barfoots recognises that addressing human rights and sustainability challenges requires collaboration. We actively partner with industry leaders, such as the Food Network for Ethical Trade (FNET) and the Ethical Trading Initiative (ETI), including NGOs, academic institutions, and government agencies to promote human rights in the agricultural sector and support local communities through joint projects.

Conclusion

Barfoots is committed to being a responsible, ethical company that upholds the highest standards of human rights and sustainability. We carefully select partners who share our commitment to these values. We believe this programme should extend beyond our suppliers to the communities surrounding our supply chain. Collaboration is vital in tackling complex challenges such as modern slavery and global supplier management. By implementing this strategy, we aim to create lasting positive impacts on the environment, society, and the economy while contributing to the well-being of future generations. Through continued collaboration, transparency, and accountability, we will ensure human rights and sustainability are embedded in all aspects of our work, safeguarding our people, supporting our projects, and achieving our goals.