



The purpose of our Sustainability Policy

We are committed to putting sustainability into practise by taking responsibility for our impact on people, society and the environment.

We are focused on creating value for our stakeholders in a manner that is responsible, transparent and respects the rights of all.

Our approach is risk and materiality based and is applicable to all our managed assets.

01

Human Rights

We support and respect human rights consistent with the Universal Declaration of Human Rights. We uphold the dignity, fundamental freedoms and rights of our employees, contractors and in the communities where we do business. In our relationships with local communities, we respect and promote human rights within our area of influence which includes respect for the cultural heritage, customs and rights of those communities and indigenous peoples. We comply with all applicable laws and respect internationally recognized human rights, wherever we operate.

Our Commitments

We support and respect human rights through our daily activities:

In the workplace:

- By providing safe and healthy working conditions,
- By guaranteeing freedom of association,
- By ensuring non-discrimination in personnel practices,
- By ensuring that we do not use directly or indirectly forced labour or child labour,
- By making reasonable accommodations for all employees' religious observance and practices

In the community:

- By preventing the forcible displacement of individuals, groups or communities,
- By working to protect the economic livelihood of local communities,
- By providing decent work, producing quality goods for local markets

02

Labour standards and social responsibilities

Our people are fundamental to our success. We believe that a diverse workforce is essential for a successful business. We treat our people fairly, and with respect, and ensure they have the opportunity to develop their careers to match their potential. We hire locally and develop business leaders in-country to reduce the reliance on expatriate employees.

Our Commitments

Prohibition of child labour:

Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labour or set an age for completion of compulsory education higher than 16, the highest age is applicable. Any work which is likely to jeopardize children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18.

Prohibition of forced labour:

Any use of forced labour, slavery, servitude or trafficking in human beings, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. We do not require workers to work to repay a debt owed to them or to a third party.

Prohibition of illegal, clandestine and undeclared employment:

We comply with all applicable regulations to prevent illegal, clandestine and undeclared employment.

Prohibition of harassment and abuse:

We treat each other with respect and dignity. We have zero-tolerance in any form of corporal punishment, physical, sexual, verbal or psychological harassment or any other kind of abuse. Each employee is required to contribute to an environment of respect that precludes any kind of harassment. While legal definitions may vary from one location to the next, "harassment" at Agri Resources Group includes any form of unwelcome conduct towards another person, whether verbal, physical or visual.

Prohibition of discrimination:

We will not discriminate or tolerate discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin, or any other characteristic protected under law. The Group has zero tolerance for workplace discrimination and harassment. All employees must be committed to preventing an inhospitable work environment.

Freedom of association:

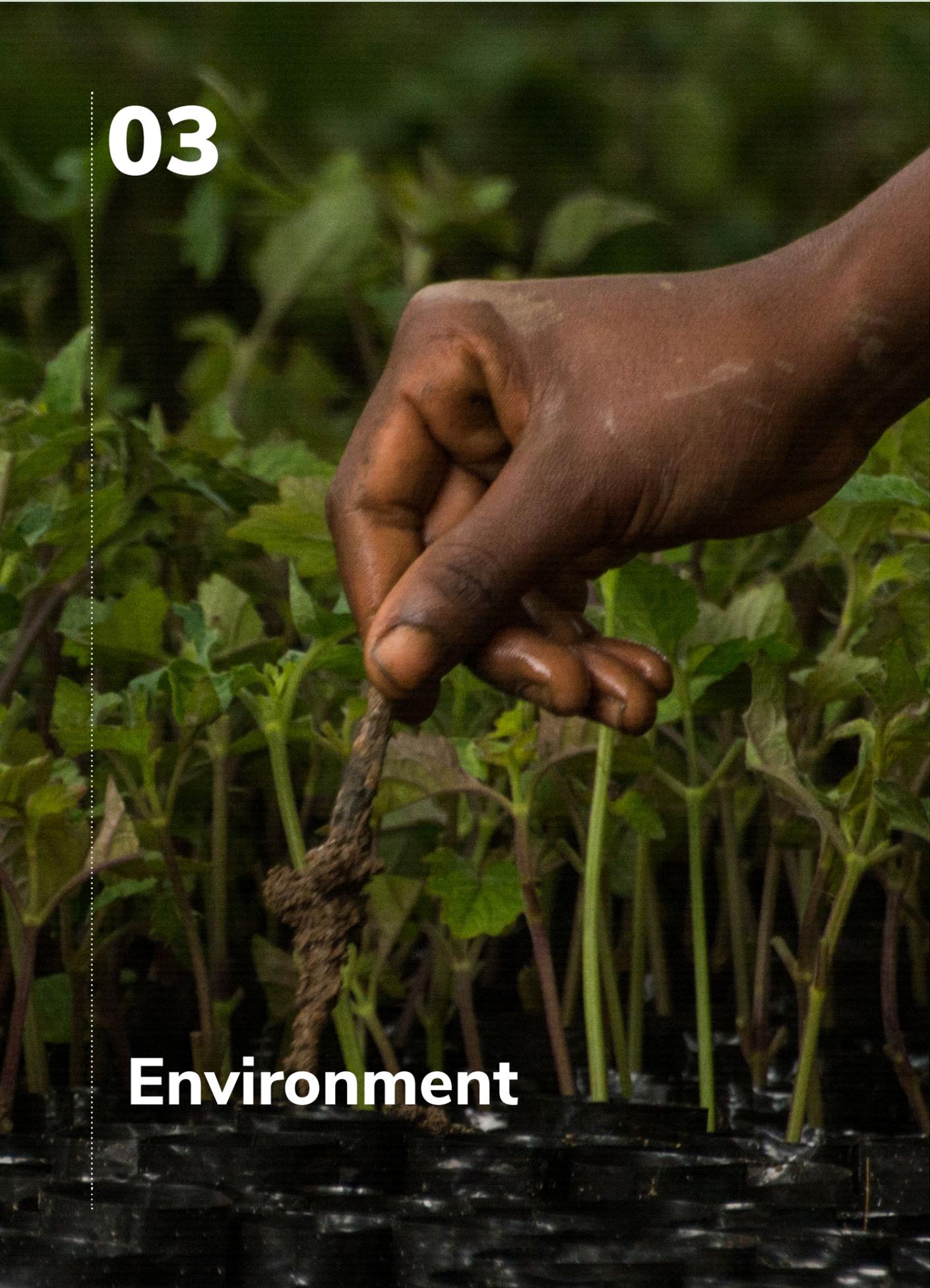
We respect and recognize the right of workers to negotiate collectively, and to create or join labour organizations of their choice without any sanction, discrimination or harassment.

Ensuring health and safety:

Agri Resources Group is committed to providing its employees with safe and healthy working environment. We also encourage our employees to contribute to the overall level of health and Safety, by applying the following basic rules:

- We observe the company's safety rules and regulations.
- We always use the relevant Personal Protection and Safety Equipment
- We immediately seek help in the case of an accident and report every incident to our supervisor in the shortest reasonable delay
- We report inadequate safety standards, dangerous working conditions and violations of work safety provisions.
- We prohibit any kind of violence and assault at the workplace, including threatening and intimidating behaviour.
- Our safety and the safety of people around us should at no circumstances be jeopardised or impaired by the consumption of alcohol or drugs. The possession or consumption of illegal drugs and substances of any kind in the workplace and during working hours is strictly prohibited.

03


 Environment

Natural resources Management

Our natural resources management approach is based on the 'Avoid-Reduce-Compensate' principles.

Avoid

Our objective is to minimise our impact on the environment. We pro-actively avoid actions that may disturb drastically the environment. We implement practices to minimise the use of water and reduce our carbon footprint.

We are compliant with local and national laws and regulations and continuously improve our procedures based on stricter environmental requirements.

Reduce

We conserve and protect environmental resources through a broad range of proactive initiatives, including the implementation of agroforestry and systemic use of renewable energy and working in partnership with environmental organisations. We demonstrate active stewardship of the land, freshwater and biodiversity systems with which we interact.

Compensate

Whenever we cannot avoid negative impact, we invest in projects for compensation, such as reforestation or working with local communities on biodiversity conservation projects. The projects aim at building sustainable systems.

Elimination of Unacceptable Practices

The following unacceptable land use practices are not permitted in our operations or third party supply chains, and if present, must be eliminated:

- No illegal activities
- Full compliance with applicable national and international laws, including human and labour rights
- Respect Legally Protected Areas or Internationally Recognised Areas
- No conversion or degradation of critical habitats such as High Conservation Value (HCV) areas and other nationally recognised conservation priorities.
- No conversion or degradation of peatlands of any depth.
- No conversion or degradation of other natural habitats with high levels of organic carbon such as High Carbon Stock (HCS) forests.
- No use of fire in land preparation.
- No development without the Free, Prior, and Informed Consent of indigenous peoples and/or local communities, recognising traditional and customary rights.

04

Our Mission



Our Mission

Today our core business includes the cultivation, sourcing, processing, marketing and trading of agricultural goods.

“Our mission to bring consumers closer to producers, creating more value and opportunities for our local partners and securing better quality products, while minimising our footprint on the environment.”

Agri Resources Group contributes to the achievement of the Sustainable Development Goals (set by the UN for 2015 - 2030) by effectively managing our land and sharing best practices with local communities, investing in social projects aiming to close the poverty gap and environmental projects for the preservation of biodiversity.





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