

# SOCOTAB

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Document Type	Group Sustainability Policy	Document No	
Revision No	1	Valid From	June 2024
Compiled by	Group Sustainability Committee	Approved by	Socotab Frana

<b>1. INTRODUCTION AND POLICY STATEMENT</b>	<p>Socotab is committed to business practices that respect the human rights of its employees, and the parties in its supply chain and their communities. The UN Guiding Principles on Business and Human Rights (the “UN Guiding Principles”) and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (the “ILO Fundamental Principles”) provide the framework for internationally recognized human rights. Socotab’s policy is to operate in a manner and perform human rights due diligence consistent with the UN Guiding Principles, the ILO Fundamental Principles and the ILO-IOE Child Labor Guidance Tool for Businesses. The aim is to identify and assess actual and potential human rights impacts in its operations and supply chain, and to reinforce, adjust or adopt programs and practices as required to prevent, mitigate and remediate such human rights impacts. These programs and practices include, without limitation, Universal Corporation’s Code of Conduct and Anti-Corruption Compliance Manual, Universal Corporation’s Agricultural Labor Practices Code, and Socotab’s Supplier Code of Conduct.</p>
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<b>2. COMMUNITY AND STAKEHOLDER ENGAGEMENT</b>	<p>Socotab views, among others, the following constituents as stakeholders in its Human Rights Policy: Farmers and Farmer Cooperatives, Suppliers of Goods and Services, Employees, Customers, Shareholders, Governments and Regulatory Authorities, and Local Communities.</p> <p>Socotab is committed to associating itself with stakeholders who share its values of integrity, fairness, honesty, and respect for all individuals. Where appropriate, it engages with its communities on human rights matters of importance to them. The aim is to ensure through dialogue that it is listening to and learning from them, and taking their views into consideration as it conducts its business.</p>
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<b>3. GOVERNANCE AND SCOPE OF THIS POLICY</b>	<p>This Policy is approved by the Board of Directors of Socotab Frana SA. Each manager and employee within Socotab Group is charged with ensuring that their activities uphold basic human rights. It also expects its suppliers and other supply chain partners to apply the principles of this Policy to uphold internationally recognized human rights.</p>
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<b>4. HUMAN RIGHTS ASSESSMENTS</b>	<p>In accordance with this Policy and on an ongoing basis, Socotab is committed to taking into consideration the interests of its stakeholders, and identifying, assessing, preventing, and rectifying any actual or potential human rights violations resulting directly or indirectly from its operational footprint and supply chain. In connection with this commitment, it has prioritized the following human rights topics:</p> <p><b>Child Labor:</b> Socotab is committed to eliminating child labor. Children are vulnerable to exploitation and are frequently unable to defend themselves. Child labor also frequently interferes with school attendance, which infringes upon a child’s right to education. Socotab prohibits the use of child labor and will monitor and work with parties in its supply chain to counter child labor and its root causes.</p> <p><b>Forced Labor:</b> Socotab believes that everyone has the right to a choice of employment, decent working conditions, freedom of movement and enjoy leisure days. Socotab does not tolerate any forced labor within its organization and expects the same from suppliers and others in its supply chain. Socotab undertakes risk assessments and facilitates reporting mechanisms to identify the risk of forced labor,</p>
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including involuntary or trafficked labor in its supply chain, and implements measures to avoid, address, mitigate and eliminate any such risk and its root causes.

**Safe Work Environment:** Health and Safety is of paramount importance to Socotab. The resources and investments needed for the protection of its employees are a critical part of its business, and it works continually to improve the working environment and build upon its safety practices. It also expects its suppliers to provide a safe working environment for their own workers. Where suppliers need support, Socotab works to facilitate access to protective equipment, clean water, medical help, and safe accommodation.

**Fair and Equal Treatment:** Socotab believes in maintaining a diverse and inclusive workforce by promoting employment equality. It also believes in making personnel decisions based upon merit, without regard to or discrimination based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law. Socotab hires locally within every region in which it operates and contributes to employee well-being with appropriate programs. It also extends this Policy to its suppliers and monitors the treatment of their workforce. It believes that all people are entitled to be treated with dignity and respect and does not discriminate or allow behavior that is abusive or demeaning. If unfair treatment is found, the root cause must be identified, and practices put in place to ensure it is addressed.

**Freedom of Association:** Socotab believes in the right of workers to organize and collectively bargain, in constructive and transparent discussions between employers and workers, and welcomes associations that promote fair working conditions and facilitate better communication without fear of retaliation.

**Quality of life:** Socotab believes that improving the quality of life of people in its operations and supply chain requires a conscious and proactive approach from all stakeholders. It also requires clear identification of vulnerable groups, understanding the origin of their exposure, and it encourages all stakeholders to analyze, seek, and implement solutions.

**Compliance with and Protection of the Law:** Socotab believes in complying with and upholding the applicable laws of the locations in which it operates. Where applicable law is more stringent than this Policy, the former must be complied with. Socotab believes in the due process of the law and follows local legislation in any employment or discipline process. It also believes in upholding data privacy laws regarding employees and suppliers by diligently applying requirements for personal data processing. Protecting the confidentiality and integrity of personal data is a critical responsibility that is always taken seriously. Socotab also extends this Policy to suppliers and monitors their treatment of employees to ensure that all local laws are followed in supplier business practices.

<b>5. ADDRESSING CONCERNS</b>	Socotab strives to prevent any human rights impacts in its operations and supply chain. To the extent any such impacts are identified, it is committed to remediating them. Any human rights concerns or grievances in its operations or supply chain should be reported to a locally recognized grievance mechanism. Socotab is committed to improving access to such mechanisms for all its operations and supply chains. It is also committed to building awareness among its managers and employees, and the parties in its supply chain about reporting human rights concerns. Socotab will not tolerate any retaliation against persons making good faith reports of human rights concerns or grievances.
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<b>6. GOING FORWARD</b>	Human rights due diligence is an ongoing process. As Socotab continues its efforts to uphold this Policy, it will address any additional focus areas that emerge, assess any changes in its business activities or operating environments, and work with other relevant stakeholders to create awareness and effect change. As an international company, Socotab’s local teams will develop and maintain local programs suitable for the local operating environment, commit organizational resources, educate, and train their workforce and third parties in their supply chain to adhere to this Policy, corresponding programs, practices, and applicable laws. This Policy will be regularly reviewed by the Board of Directors of Socotab Frana SA and will be amended as needed.
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