



Human Rights Principles

Purpose

The purpose of this policy is to underpin Benvic's commitment to human rights. The Human Rights Policy underlines specific policies, actions and processes, implemented inside the company or in relation to its stakeholders, in order to avoid any breach of human rights. The policy showcases our actions in support of international efforts for human rights and against modern slavery and child labour. This policy is in line with Benvic's Code of Conduct and applicable international and national laws.

Human rights are one of the central pillars of our vision for creating shared value for our stakeholders and for society as a whole. We vow to do everything in our power to defend them, and we choose our business partners accordingly. This policy serves as a guide for us and our partners in conducting ethical and honest business.

Foundation

This policy is grounded on the International Bill of Human Rights, which comprises the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. With respect to labour standards, it follows the International Labour Organization's (ILO) 1998 Declaration on Fundamental Rights and Principles at Work.

Benvic is inspired by the United Nations Guiding Principles on Business and Human Rights in the development of an organisational culture that respects human rights. We are also signatories of the UN Global Compact and thereby commit to upholding its 10 principles, two of which focus on human rights.

Needless to say, we must and do comply with effective law.

This Statement draws together the policies, principles and standards to be adopted by every Benvic entities. In countries where local legislation imposes more rigorous requirements, operations must ensure that they comply with such requirements and with the content of this Statement.



Scope

This policy applies globally to the management, employees and contract workers of all entities in the Benvic Group. Our business partners are strongly encouraged to adopt and implement it.

All subsidiaries within the Benvic Group shall comply with the provisions of the Labour and Human Rights Policy as well as national laws and regulations. Should there be differences between the content of this policy and the national laws or other applicable standards, the more rigorous requirements shall apply.

We trust our business partners to comply with Benvic's Code of Conduct, which includes provisions related to human rights, modern slavery and child labour. We will support them in their efforts to meet their respective responsibilities. Together, we strive to avoid breaches of human rights along our whole value chain.

Business partners should also endeavour to cascade the provisions of our Human Rights Policy and of our Code of Conduct down their own supply chains.

Operations

All our employees should get acquainted with Benvic Code of Conduct. They are expected to be aware of internal and external risks relating to human rights, modern slavery and child labour. In our own operations, it is imperative for us to avoid causing or contributing to violations of human rights.

We hold ourselves responsible for addressing the following human rights issues in our business activities (please refer to our Code of Conduct for further details):

Non-Discrimination & Harassment

We take pride in the diversity of our workplace and are committed to encouraging a diverse and inclusive culture. We do not tolerate discrimination, offensive behaviour or harassment of any kind that would impair the dignity of any individual. Neither do we tolerate any words nor actions that could cause offence or humiliation.

All our employees, wherever they are in the world, know that they must hold themselves up to the highest standards of ethics, integrity, openness, and accountability in the way they go about their daily business.



Benvic strives to maintain workplaces free from discrimination based on race, gender, age, ethnicity, nationality, origin, sexual orientation, religion, or any other group protected by law.

Corruption & bribery

We do not tolerate any kind of corruption, bribery or favouritism.

In none of the countries where we operate, do we directly or indirectly offer or accept favours of any kind, nor bribes or facilitation payments of any amount from or to third parties, whether public or private.

Not only are these behaviours contrary to the values that govern Benvic's actions, but they can also lead to criminal charges against the employees responsible and the company itself.

Modern Slavery & Child Labour

Modern slavery is both a crime and a violation of fundamental human rights. Benvic is committed to the elimination of all forms of modern slavery and to the international effort to abolish child labour. Neither we, nor any supplier working for us or on our behalf, should use or benefit from any form of child labour in any way. We must act in full compliance with any applicable law and regulation relating to the prohibition of slavery and child labour, and the protection of young people at work.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form, or not join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive and open dialogue with the union. We want to create a workplace culture and environment that fosters communication, transparency and teamwork.

Health and Safety

Benvic regards high standards of safety and health as a cornerstone of a successful business, making them one of our top priorities. We believe that all injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. We intend to eliminate any incident of these kinds. This pledge is set forth in Benvic's Safety, Health & Environmental Commitment.



Working Conditions & Living Wages

We must guarantee a safe workplace and ensure that each individual feels valued and supported in achieving their personal best. Always, and without exception.

Every employee is entitled to fair working conditions regarding working hours, compensation and vacation days. These conditions must be defined in an Employment Agreement and / or Handbook which must respect local labour regulations, collective agreements and any branch agreement or practice.

We are committed to setting an appropriate limit on maximum working hours in accordance with local laws, ensuring reasonable rest breaks and holidays, paying allowances in accordance with relevant laws, and prohibiting unfair wage reductions.

Compliance & Application

The policy forms part of Benvic Code of Conduct. If one of our members suspects that there has been an actual or potential violation of applicable laws and regulations, or a violation of an internal policy, including this Human Rights Policy, then they should report the case to their supervisor, to their HR Manager, to the Group HR & ESG Manager or to the Corporate ESG team using the email alertethics@benvic.com.

All incidents will be reported as indicated by the Code of Conduct and will be investigated, so that corrective actions and recurrence prevention measures can be taken in the event of a compliance violation.

We will monitor the status of policy implementation and regularly disclose the progress of our efforts related to our human rights commitments. This policy will be reviewed every two to three years.

Authorised by Benvic CEO

Luc Mertens

September 2023

Name

Signed

Date