



VEST EY HOLDINGS

A FAMILY OF BUSINESSES

Human Rights Policy

Background

Vestey Holdings (VHL) is a fourth-generation family business, involved primarily in the global food industry. We are building upon the legacy of previous generations, and, today, we aspire to develop people, businesses, and communities. Our business purpose is to be exemplary owners of these enterprises so that they can flourish for decades to come.

We have a responsibility – both collectively and individually in the business – to enhance our local communities by making them a better place to live and work now and in the future. Vestey Holdings is committed to respecting and promoting the human rights of the individuals and communities in our own operations and value chains.

Scope

This policy applies to VHL, all business unit operations globally and the suppliers, partners and contractors who work with them.

Our Commitment

Vestey Holdings' commitments are aligned with the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. Vestey Holdings will comply with UK Legislation and report our activities in line with the requirements of the Modern Slavery Act (2015).

Within our own operations we will take all reasonable steps to comply with local labour and health & safety laws, maintain safe and appropriate working conditions and pay a wage in line with national minimum wages and industry benchmark standards.

We are committed to the following principles:

- No worker shall be subjected to any form of forced labour and employment must be freely chosen.
- No person shall be subject to child labour
- Discrimination against people's protected characteristics, such as gender, race or religion, is prohibited
- Workers are entitled to safe working conditions
- The rights of all workers to freedom of association and collective bargaining will be respected in line with national law and international standards
- Migrant workers in our operations and in supply chains shall receive fair treatment with regard to working conditions, travel, accommodation, and recruitment fees.

- Wages and other remuneration will be paid in accordance with local employment legislation, respecting national minimum wage and industry agreements where applicable.
- Working hours must not be excessive and must comply with local labour law requirements.
- All workers will be employed on the basis of a recognised employment relationship established through national law and practice.
- Harsh treatment of workers is unacceptable, including harassment or abusive behaviour.
- Workers and communities should have access to fair and appropriate grievance procedures and remedies.

In upholding these principles, particular attention will be given to protecting worker groups and community members that can be more vulnerable depending on the context, such as women, migrant workers, and young workers.

Expectations of business partners

We expect our suppliers and partners to uphold these same commitments to human rights and operational standards. This includes providing effective grievance mechanisms so workers and communities can safely raise concerns without fear of retaliation as well as carrying out due diligence on their own suppliers and business partners.

Ensuring that human rights and labour standards set out above are met is a condition of doing business with us and we set out our expectations in more detail in our Code of Conduct.

Our processes

Our capacity and strategy for human rights due diligence is continuously evolving in line with the scale and diversity of our operations. We are committed to raising awareness of human rights risks within our business and with our partners.

Ongoing human rights due diligence processes, overseen by our Board and Sustainability Steering Committee, are embedded across business units. This includes:

- Monitoring of key human rights indicators, such as health and safety performance and employee satisfaction;
- Assessment of new suppliers;
- Risk screening of products and geographies;
- Monitoring of both media reports and other relevant information;
- Staff access to anonymised reporting.

These processes are in place to identify, prevent and address risks in our operations and supply chain.

Our expectations of our partners

Vestey Holding's business units value our close relationships with suppliers: if conditions in our supply chain are found that do not meet human rights standards, we work collaboratively on corrective action within a set timeframe. Our business units monitor compliance through corrective action reports, audits and other tools on an ongoing basis. Any disengagement is conducted responsibly. If a right or standard is not met, we will work with our colleagues or suppliers to ensure affected rightsholders receive appropriate remedy and prevent issues

recurring. Where appropriate, we expect business partners to support us in upholding the right to remedy.

Reporting

We will transparently report our activities and progress through the VHL Modern Slavery Statement and other appropriate annual reports and accounts. These documents may include information on ongoing initiatives within our businesses, the prevention of forced labour and modern slavery, audit results and grievance statistics as applicable.

Policy Governance

Description	Version Number	Owner	Issue Date
Human Rights Policy created	1	Sustainability	12/2023
Updated	2	COO	12/2025

This policy is endorsed by Vestey Holdings Chief Operating Officer on 22 December 2025.