

## Group Human Rights Policy

### 1. Introduction

Respect for Human Rights is fundamental to the sustainability of CranSwick Plc. We have a responsibility to ensure that our colleagues, our customers, the communities we operate in and the people who work throughout our supply chain are treated with dignity and respect.

### 2. Our Commitment

We are committed to upholding human rights and support in full the United Nations (UN) Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions on labour standards, working hours and health and safety for workers.

To demonstrate our commitment to high standards and transparency in our business, we are a member of Sedex. Sedex, with 60,000 member companies in over 180 countries are one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. Sedex is used to manage performance around labour rights, health & safety, the environment and business ethics.

Outlined below is our approach to respecting and supporting human rights for colleagues, those in our supply chain and the communities we operate in.

### 3. Our employees

We are committed to creating a safe, equal and diverse workplace with fair terms and conditions for all our employees. We believe we have a responsibility to create a culture and working conditions that help our people to achieve their full potential.

We provide our employees with information, guidance, training and equipment to carry out their duties safely. The mental wellbeing of our people is just as important as their physical safety. We promote a culture of trust and transparency through:

- a) Promoting inclusivity and equality. We value the diverse nature of our workforce across the group and do not accept any discriminatory practices or behaviours.
- b) Ensuring that working environments across the business do not endanger the health or safety of our colleagues.
- c) Ensuring all employees have access to Mental Health First Aiders, Employee Champions and information and guidance on Mental Health and Wellbeing.
- d) Enabling colleagues to have a voice through our fair and trusted methods of resolving concerns.

### 4. Supply chain

Building strong partnerships with trusted suppliers will ensure that we deliver high-quality and safe products that are responsibly produced. We follow the principles and endorse the Ethical Trading Initiative (ETI) and are aware of the potential for labour and human rights abuses to occur in our supply. We recognise that it is our responsibility as a business to respect and enhance the rights of people in our supply chains in line with the UN Guiding Principles on Human Rights.

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Cranswick adhere to the ETI Base Code, which covers the health and safety of workers and prohibits forced labour, child labour and human trafficking.

We are committed to working with trusted suppliers to apply this Code and to identify where human rights impacts may occur.

Suppliers are required to be registered on SEDEX as a B member and provide us with access to their information. This helps us make informed business decisions, and to drive continuous improvement across the supply chain. As of March 2021, we have 853 suppliers (both direct and indirect), with 100% of the direct suppliers (548) linked on Sedex. 231 of 305 indirect suppliers are now linked to Cranswick via SEDEX (76%). Where indirect or commodity suppliers are not currently linked to Cranswick on SEDEX or registered on SEDEX, then we are working with them and aim to have them all on Sedex or equivalent by April 2025.

All Labour Providers are audited twice per year by trained internal auditors against our own standard to ensure compliance to the ETI and SEDEX principles.

### 5. Compliance

All Cranswick sites voluntarily have an independent semi-announced SMETA audit every 2 years. SMETA is one of the most widely used social audit procedures in the world. It provides a globally-recognised way to assess responsible supply chain activities, including labour rights, health & safety, the environment and business ethics.

In addition to the external audit, each site undergoes an annual internal Group site verification audit, completed by our Group Compliance department. Through this process of verification, the sites Ethical, Health and Safety and Environmental controls are reviewed. Through a continuous improvement approach, any areas of improvements are highlighted and resolved.

Our dedication to the management of Human Rights is demonstrated within the policies below. These should be read in conjunction with this Human Rights Policy.

- a) Anti-Slavery and Human Trafficking Policy
- b) Equal Opportunities, Harassment and Dignity at Work Policy
- c) Group Corporate Social Responsibility Policy
- d) Group Ethical Trading Policy
- e) Group Whistleblowing Policy
- f) Corporate Health and Safety Policy
- g) Mental Health and Wellbeing in the Workplace Policy
- h) Group Environmental Policy
- i) Group Energy Policy

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### 6. Governance

The CranSwick Board has overall responsibility for the group's strategy and performance. A risk committee made up of both Board members and Directors oversees all areas of risk to the business, including potential Human Rights risks. Risks related to our Human Rights Policy are maintained on our company risk register.

The Group HR Controller has overall responsibility for managing and updating the Human Rights policy.

### 7. Reporting for Employees

Everyone in the business must comply with the Code. Our established 'Safe Call Line' is a free professional, confidential and secure service that enables our colleagues, suppliers and their staff to raise any concerns that the Code is not being adhered to via telephone and email. Issues are recorded, investigated and where necessary action is taken.

For CranSwick plc:



**Adam Couch**  
Chief Executive  
CranSwick plc

**Dated: 1<sup>st</sup> April 2021**

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