

**Reason for change:** OECD and UN references added

This document details Masteroast's human rights approach for suppliers supplying Masteroast Coffee Company Ltd. Our commitment to human rights is supported by our policies, memberships in multi stakeholder initiatives and governance. The Ethical Trade Initiative is a leading alliance of companies, trade unions and non-governmental organisations that promotes respect for workers' rights around the globe, and where applicable the OECD Due Diligence Guidance for Responsible Business Conduct, which references and commitments to the OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights will be used for guidance and upheld where applicable.

- Compliance with applicable laws and relevant standards in relation to human rights, worker rights & conditions, health & safety
- Compliance with applicable laws and relevant standards in relation to environmental protection, deforestation, biodiversity,
- Traceability and accounting of certified and conventional volumes
- A grievance mechanism

Masteroast has adopted the ETI Base Code of labour practice throughout our own operations and, where possible, our supply chains. The ETI Base Code is based on the conventions of the International Labour Organisation (ILO) which addresses issues like wages, hours of work, health and safety and discrimination including forced or bonded labour.

Adherence to these requirements is a condition of supply, and suppliers are expected to read and implement the requirements. In addition suppliers must be compliant with ETI base code where:

- Every worker should have freedom of movement
- No worker should pay for a job
- No worker should be indebted or coerced to work

Policies which support our commitment to eradicating Modern Slavery include:

- Ethical trading Policy
- Sustainable Sourcing Policy
- Modern slavery Policy
- Corporate Social Policy
- Whistleblowing Policy

Masteroast's approach to addressing and avoiding human risks in the supply chain is based on :

- Respecting the rights of people working for our suppliers via 3 party certifications, such as RFA and FT
- Transformation- via 3rd party certifications such as RFA and FT
- Advocacy – using convening power to encourage change where needed

Masteroast's approach to addressing and avoiding human risks in the supply chain is based on :

Masteroast operations are committed to sourcing responsible products, upholding human rights via the ETI base code together with the OECD and UN guiding principles for responsible business conduct together with Suppliers who are required to show compliance, with this code as well as all labour laws applicable. We appreciate that different requirements are applicable depending on country of origin for raw materials supplied.

We believe that the risk of slavery, human trafficking and child labour within our own organisation is substantially mitigated by our policies, practices and training. We consider that the greatest risk of modern slavery, human trafficking and child labour which could exist within our supply chain, are based in operations out of our direct control. We encourage and continue to work ensuring that our suppliers demonstrably work to the standards that we require. Suppliers are also made aware via our website of the requirement to comply with our Sustainable Sourcing policy.