



JDE PEET'S

HUMAN RIGHTS POLICY

March 2022

Category: Policy
Global Responsible:
As set out in the Policy:
Legal Director—Corporate & Compliance, Chief Research, Development & Sourcing Officer, Chief Supply Officer, Chief Human Resources Officer
Global Accountable: CEO

Classification: Public
Local Responsible¹: HRD (JDE Peet's employees) / Procurement (Third Parties)
Local Accountable²: GM (MSU) / Plant Manager (MU)
Effective date: 9 March 2022
Supersedes: N/A

PURPOSE

At JDE Peet's N.V., acting under the trade name JDE Peet's (the "Company"), our purpose is to unleash the possibilities of coffee & tea to create a better future.

Our purpose can only be realized for all stakeholders in our value chain when we commit to high standards of social and environmental responsibility and ethical conduct. These baseline standards of conduct are laid down in our JDE Code of Conduct, Supplier Code of Conduct and Peet's Code of Ethics. This Human Rights Policy describes our aspirations and commitments in respect of our value chain and our related expectations of our employees and suppliers.

SCOPE

This policy applies to all employees of JDE Peet's worldwide. We also expect our agents, consultants, temporary workers and contractors to deploy processes and procedures designed to comply with this policy. Failure to adhere to this policy may result in disciplinary action, up to and including termination of employment. We also expect our suppliers to support our commitment to this policy via the development and implementation of a similar policy and risk-based due diligence process over their own supply chains.

In addition to abiding by applicable laws and regulations, we – as a signatory of the UN Global Compact – respect all internationally recognized human rights standards, which include the:

- UN Universal Declaration on Human Rights,
- UN Guiding Principles on Business and Human Rights,
- International Labour Organisation (ILO) Declaration on Fundamental Rights and Principles at Work, and
- OECD Guidelines for Multinational Enterprises.

We have identified the following priorities in our value chain, underscoring our belief that our value chain should be free from human rights abuses such as (gender) discrimination, forced labour, child labour and workplace harassment, including sexual harassment and violence:

¹ *Local Responsible* is the functional Director or Manager.

² *Local Accountable* is (1) the General Manager or Country Manager or Commercial Director, or (2) Plant Manager or Plan Director, as appropriate.



- Freely Chosen Employment
All forms of involuntary labour – including forced, coerced, bonded (including debt bondage), involuntary or exploitative prison, slavery, trafficked or indentured or other forms – are prohibited. We recognize that every form of labour analogous to slavery is a serious violation of Human Rights, as well as the use of child labour in a manner not in accordance with applicable legislation.
- Child Labour and Young Workers
The use of child labour is prohibited. The term “child” refers to any person under the age of 15, or under the minimum age for employment in the relevant country, whichever age is higher.
- Freedom of Association and Collective Bargaining
We respect employees’ legal rights to freedom of association and collective bargaining.
- Regular Employment Status
Work performed should be on the basis of a recognized employment relationship. Obligations owed to employees under labour or social security laws and regulations arising from a regular employment relationship should not be avoided, such as through sub-contracting, exploitive use of fixed-term employment contracts, or through apprenticeship schemes with no real intent to impart skills or provide regular employment.
- Wages and Benefits
We ensure that our employees receive wages and benefits that meet, at a minimum, relevant national legal standards.
- Working Hours
Regular and overtime working hours must comply with applicable laws and may not exceed the legal limit. All overtime must be voluntary and duly paid, as applicable.
- Humane Treatment
All employees are to be treated with respect and dignity aiming at maintaining a cooperative and friendly environment. Harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse are prohibited; nor will we tolerate the threat of any such treatment.
- Diversity, Equity & Inclusion
At JDE Peet’s, we aim to create a better future where we authentically serve, reflect and embrace everyone. Diversity, Equity and Inclusion (DE&I) is embedded in our values and all that we do. This means we do not tolerate discrimination on the basis of race, colour, sex, national or social origin, religion, age, disability, sexual orientation, gender identity, marital status, political affiliation, pregnancy status, or past or present union affiliation.
We commit to foster an inclusive culture where every associate feels safe to be their true selves and where their voices are heard. We do so throughout our organization by deploying our global DE&I strategy and leveraging our DE&I governance in place.
- Working conditions
We provide a safe and healthy work environment according to our motto “We work safely or we do not work at all.”
- Data Privacy
We respect the data privacy rights of our employees, consumers, customers, suppliers and other stakeholders and ensure this privacy in accordance with our global Data Privacy Codes, Binding Corporate Rules, and applicable laws.

GOVERNANCE

Our Global Compliance Council (GCC) defines the human rights standards and policy to be complied with based on Enterprise Risk Management (ERM) findings and additional data points, including Internal Audit reports, compliance control findings, any issues raised through our Speak Up reporting channels, and external and industry trends. The GCC is chaired by the Global Compliance Officer. The CFO, the Global Director Group Control, the Chief Human Resources Officer (CHRO), the Chief Legal, Compliance and Corporate Affairs Officer and the Internal Audit Director are standing members of the GCC. The GCC issues a quarterly report to the Audit Committee of the Board on key issues relating to the preceding quarter.

Our Chief Research, Development & Sourcing Officer, Chief Supply Officer and Chief Human Resources Officer are accountable for deploying procedures in respect of sourcing, manufacturing and HR, respectively, designed to effectively comply with this Human Rights Policy.

PROCESSES & PROCEDURES

Our procedures to identify, manage, and prevent adverse human rights impacts are based on a variety of processes and methods, including our due diligence and Common Grounds responsible sourcing programme which is designed to provide transparency on the priority sustainability challenges in the coffee and tea supply chain and to continuously improve the social, economic and environmental conditions in the origin countries with independent Origin Issue Assessments and supplier self-assessments.

For our own operations we have designed internal controls intended to demonstrate and measure the extent of actual deployment of our codes and policies which include a letter of representation issued on a quarterly basis by local and regional General Managers and Finance Directors, in which they confirm compliance of their business units with the Company's codes and policies, labour laws and other applicable laws and regulations.

As a further layer of assurance, the Internal Audit team designs and deploys a risk-based annual audit plan to review and test compliance controls deployment and compliance maturity.

EMPLOYEE TRAINING & AWARENESS

Training is an important factor in developing effective human rights practices. We regularly conduct trainings and e-learning courses for employees as part of our onboarding and ongoing compliance training. We raise awareness of our codes and policies on an ongoing basis and encourage a culture of speaking up and raising concerns.

REPORTING OF CONCERNS OR VIOLATIONS

Employees have a duty to report any actual or suspected misconduct that involves or impacts the Company regardless of whether the actual or suspected misconduct violates this policy, other Company policies or applicable laws, and whether misconduct concerns our suppliers or our own employees. Reporting these types of concerns helps our Company proactively address issues and maintains the integrity of our business relationships.

To report concerns you have resources available to you including:

- The Alert Line <http://speakup.jdepeets.com>
- Your manager
- The Ethics and Compliance team at Ethics.compliance@JDEcoffee.com

The Alert Line is maintained by an independent third-party provider and is available online to all of our employees and suppliers. Operators are available in the various languages spoken by our employees and suppliers. If you are dialling internationally, visit the [reporting tool](#) and choose your location from the list for the international number assigned to your country. If your country is not listed, use the following number +1-720-514-4400 for a collect call/reverse charge call.

When you speak up and raise concerns or report wrongdoing, you are doing the right thing and the Company will not tolerate any retaliation against you.

