



# **BEST AGROLIFE LIMITED**

## **HUMAN RIGHTS POLICY**

### **INTRODUCTION**

Best Agrolife Limited ('BAL') recognizes and reinforces 'Human Rights protections' at all of its operations and throughout the value chain. We are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers). We also encourage detailed risk assessments to human rights in our and our partners, suppliers, joint-ventures workplaces.

### **SCOPE**

This Policy applies to Best Agrolife Limited and its subsidiaries. It duly covers its employees and non-employees who are probationers, trainees, business associates, contract workers, consultants. Additionally, third parties with whom we engage such as all service providers, suppliers, vendors, agents, contractors, and customers are also covered in its scope.

### **OBJECTIVE**

The objective of this Policy is to ensure that all BAL operations are carried out as per provisions of all laws (where BAL and its related entities operate), regulations & standards which duly protect all human rights standards, including safety and wellbeing.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

We are committed to ensure conformance to fundamental labour principles listed as following:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Best Agrolife Group Sustainable Business Framework;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples; land acquisition, supply chain, and security management;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations or collective bargaining;
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers and other organisations with whom Best Agrolife Group has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

## **REPORTING ON HUMAN RIGHTS**

Best Agrolife Limited reflects on its commitment on Human Rights in its annual report and sustainability report.

## **GRIEVANCE MECHANISM**

We have a strong mechanism in place. Should anyone want to report any compliance violations there is a 'vigil mechanism' published by the company on company's website which any person may follow to file the complaint even if they want to file it anonymously.