



Costa Group Holdings Limited

Human Rights Policy

At Costa, we are committed to upholding human rights across our domestic and global operations.

This Human Rights Policy applies across all of our locations and demonstrates our commitment to respecting internationally recognised human rights. It also sets out our expectations for the conduct of our employees and suppliers.

We recognise that people are our greatest asset. The Costa business was founded on the principles of *People First*, a character and values based program driven by passion and performance. This program further evolved into Costa Care, a culture program that enables our employees to care for each other, care for the food we produce and care for the communities in which we exist. It influences everything we do as a business and our core values of Passion, Determination, Accountability, Sincerity and Respect guide our approach to human rights both within our business and within our supply chain.

Application

This policy applies to all companies within the Costa group and all of our employees regardless of their location. In addition, all of our suppliers of goods and services, including our third party labour hire providers, growers, packers and marketers ('Suppliers') are equally expected to understand and comply with this policy.

Our Commitment

Costa is committed to upholding all internationally recognised human rights as relevant to our operations.

We are committed to ensuring that people are treated fairly and their fundamental human rights are protected and respected. We are committed to monitoring and reporting our progress.

We will comply with all national and, where relevant, international laws in relation to treatment of workers, including meeting our legal obligations when paying people we employ.

We oppose all forms of slavery, forced or compulsory labour and child labour as a matter of principle. We seek to remove any instance of slavery within our operations and within our supply chain.

Our Approach

Protect

Our approach to human rights is primarily focused on the protection of fundamental rights of workers in our own business and throughout our supply chain. These rights encompass the breadth of international labour rights, including fair reward, safe and decent working conditions, gender equality, non-discrimination and protection from forced labour, modern slavery and harsh or inhumane treatment. It includes respecting the rights of indigenous populations and communities near our operations.

We strive to act in a manner that is consistent with the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. Our approach is aligned to the UN Guiding Principles on Business and Human Rights in the way we address our responsibilities as an employer to protect and respect human rights of workers within our operations and supply chains.

We are committed to taking human rights considerations into account when selecting Suppliers. Our approach is articulated in our Supplier Code of Conduct. We expect our Suppliers to comply with this policy, and we actively seek to work with third parties who support our approach and standards in this area. To that end, we are committed to communicating this policy to our Suppliers and other stakeholders, and to undertake ongoing due diligence through our Ethical Sourcing program within our operations and supply chain to identify and address any actual or potential adverse impacts with which we or our Suppliers may be involved (whether directly or indirectly).

As a business, we rely on labour as a key input, and are committed to maintaining a workplace that recognises, respects and protects the human rights of our workers. To support this policy, we make this policy publicly available and communicate it widely within our organisation.

Respect

To meet this commitment, we strive to provide all employees and others who work with us with safe and healthy working conditions which respect their human rights. This includes providing a workplace where all people are treated without discrimination or harassment, and in which employees are free to associate with each other and participate or not participate in unions or other labour organisations, free from any coercion..

We understand the importance of engaging with potentially or actually affected stakeholders including employees, communities and contractors in relation to the impact of our business on their human rights and the operation of this policy.

Across our operations, we will work with our employees and Suppliers to assist them in their understanding of human rights and adoption of best practices to ensure respect for human rights.

Remedy

We are committed to providing effective remedies where our operations cause or contribute to adverse human rights impacts. We will engage directly with affected persons, and work with our Suppliers and others, to remedy any such issues and will consider how our internal processes can be improved to prevent similar impacts in the future.

Costa's grievance policies and procedures provide a structured mechanism for providing remedies for any such issues. The effectiveness of this is supported through training, monitoring, and reporting.

Any concerns related to human rights in our operations or those of our Suppliers, including forced, compulsory, trafficked or child labour should be reported through our communication channels established under our Whistleblower Policy (which is available on our website). We expect that anyone involved with our business will report known or suspected violations of applicable laws, regulations, policies and our ethical standards. We also expect our Suppliers to create processes for raising grievances. In accordance with our Whistleblower Policy, retaliation for raising concerns is strictly prohibited.

Ethical Sourcing

We are committed to undertake ongoing due diligence on our own business and supply chain through our Ethical Sourcing program.

Our Ethical Sourcing program is targeted on the areas that we regard to be our highest risks and is based on transparency of our supply chain and the employment practices within. We are committed to assessing the potential risk of human rights abuses and work with suppliers on continuous improvement to mitigate any adverse impacts. We aim to only work with suppliers who are committed to remedy any shortcomings.

Governance and reporting

Responsibility for this policy sits with Costa's Board, supported by the CEO and Costa's Executive Team (which includes the heads of finance, legal, procurement and HR, together with the General Managers of each of our business categories). This ensures that every part of our business is clear about the responsibility to respect human rights.

Supported through training and awareness for key employees, human rights due diligence is ongoing and we strive for continuous improvement to our approach. We will review our activities and remedy where salient human rights impacts are identified. Our aim is to be transparent with our stakeholders in relation to human rights issues within our business and our progress will be reported through the Costa Sustainability Report and the Costa Modern Slavery Statement.

This policy will be monitored and its effectiveness will be reviewed regularly.