



**UNITED PETFOOD**

# **Human Rights policy**

Version 3

Approved by the board of directors: 07 09 2026





## Human Rights policy

**A policy to guarantee no human rights are jeopardized as a result of business operations**

### **1. Scope of application**

This Human Rights Policy applies to United Petfood Group BV, and any subsidiary company of United Petfood Group BV (hereinafter 'United Petfood' or 'We'), its employees, and employees of subsidiaries. It also applies, as far as is reasonably achievable, to our upstream and downstream supply chain through partners, suppliers and third-party contractors.

### **2. Introduction**

United Petfood is a 100% private label producer of high-quality dry & wet pet food, biscuits and snacks. We are an international company with respect for local values. We embrace different nationalities, cultures and backgrounds within our team. For more information, please also consult our Anti-Discrimination, Anti-Harassment and Equal Opportunities policy and Equality, Diversity & Inclusion policy.

Respect for human rights is a fundamental value of United Petfood. We focus on building sustainable relationships with our stakeholders based on trust, integrity and transparency. United Petfood respects and supports the dignity, wellbeing and human rights of our employees, the communities in which we live and those individuals affected by our operations. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights policy sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors and suppliers, to be aligned in upholding human rights globally.

Our approach to human rights is based on:

- The United Nations Guiding Principles on Business and Human Rights;
- The United Nations Universal Declaration of Human Rights;
- The International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work;
- OECD Guidelines for Multinational Enterprises.

If any employee believes that someone is violating the Human Rights policy or the law, they are asked to report it immediately to their manager, HR Manager, legal counsel, or the confidentiality person at United Petfood.



# UNITED PETFOOD

## **3. Human Rights Policy Statement**

Our Human Rights policy demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following seven principles:

### **3.1. Ethical Business Conduct**

We are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of United Petfood to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

### **3.2. Employee Rights and Fair Labour Standards**

We strongly believe that all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labour standards.

### **3.3. Diversity & Inclusion**

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights.

We provide equal opportunities and treatment and do not discriminate with respect to employment and occupation on grounds such as race, colour, sex, religion, political opinion, nationality or social origin.

Please consult our Anti-Discrimination, Anti-Harassment and Equal Opportunities policy and Equality, Diversity & Inclusion policy for more information.

### **3.4. Safe & Healthy Workplace**

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies. We believe that injuries and occupational illnesses, as well as environmental and safety incidents are preventable, and our objective is for them to be zero. Please consult our Employee Health & Safety policy for more information.

### **3.5. Forced Labour and Human Trafficking**



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We're committed to prevent and prohibit forced labour of any kind, including all forms of modern-day slavery or human trafficking. Please consult our Modern Slavery policy for more information.

### **3.6. Child Labour**

We do not engage in or tolerate child labour or the exploitation of children in any form. We are committed to contributing to the effective abolition of child labour and to protecting the rights and well-being of children. United Petfood complies with all applicable laws and regulations regarding minimum working age and adheres to the principles and conventions of the International Labour Organization (ILO), including Convention No. 138 (Minimum Age) and Convention No. 182 (Worst Forms of Child Labour). We are also guided by the UN Convention on the Rights of the Child and the UN Guiding Principles on Business and Human Rights. Where local law provides a lower level of protection, United Petfood seeks to apply internationally recognised standards to the greatest extent possible while complying with applicable law. We verify the identity and age of employees as part of our recruitment process and will not knowingly employ any person below the applicable legal minimum working age. United Petfood does not employ any person below the age of completion of compulsory education where this exceeds the applicable legal minimum working age and is committed to protecting young workers from work that may be hazardous or otherwise detrimental to their health, safety, development or education. If United Petfood becomes aware that an individual has obtained employment through false identification documents or misrepresentation of their age, we will take appropriate action in accordance with applicable law and, where required, notify the competent authorities. We expect our contractors, temporary employment agencies, suppliers and other business partners to uphold the same standards and to comply with all applicable laws relating to child labour and the employment of young workers. Any suspicion, allegation or identified case of child labour within our operations or value chain will be investigated promptly and appropriately. Where child labour is identified, United Petfood is committed to taking reasonable measures to address the situation, support appropriate remediation and prevent recurrence, taking into account the best interests of the affected child and in accordance with applicable law. We are committed to identifying, preventing, mitigating and, where necessary, remediating child labour risks within our business activities and value chain.

### **3.7. Freedom of Association and Right to Collective Bargaining**

We respect the principles of freedom of association and collective bargaining. We are aligned with the International Labor Organization and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

## **4. Family values**



## UNITED PETFOOD

Every day we continue to strive for our family values: hands-on, united, customer-oriented, integrity, cost-efficient and innovative.

### **5. Encouraging workspaces**

We strive for happy employees on the floor and in our offices.

We provide safe, positive and encouraging workspaces for all employees. Personal development and growth is very important to us. We encourage our employees to take initiative in support of their personal growth and development.

We have a strong learning culture and created a special programme for young potentials. It is our goal to inspire them to think about the further development of our company and grow together.

### **6. Sustainable partnerships**

We invest in long-term relationships based on trust and transparency.

### **7. Governance - Roles - Responsibilities**

This statement forms the foundation to our human rights approach. Other policies may also refer to human rights commitments.

It is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all harassment and discrimination. If any employee believes that someone is violating the Human Rights Policy and/or the law, they are asked to report it immediately to their manager, superior or HR Manager.

The General Manager is responsible for implementing and monitoring this Human Rights policy at the relevant subsidiary under its supervision. This includes ensuring that all operations/activities align with the policy's objectives and that employees comply with its guidelines. Severe violations of the Human Rights policy should be reported to Group Management, and if necessary, to the Board of Directors.

### **8. General**

This Policy takes effect on September 8<sup>th</sup>, 2026 and replaces all previous Human Rights policies at group level.

Where a local Human Rights policy is implemented at the relevant subsidiary, or local standards, law and regulations differ from this policy, the most stringent rules shall apply.

United Petfood reserves the right to amend this policy at any time.