



**FrieslandCampina** nir

nourishing by nature

# Human rights policy



Compass

## Introduction

Human rights are a key consideration in the way Koninklijke FrieslandCampina N.V. (“FrieslandCampina”) operates around the world and form an integral part of our Code of Conduct: [Compass](#). At FrieslandCampina, we take responsibility towards all potentially affected stakeholders, including employees, (employees of) suppliers, consumers and local communities. FrieslandCampina’s Human Rights Policy is derived from international principles, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

This policy includes topics on which FrieslandCampina may have a negative impact through its business practices. However, we realize that this policy is not exhaustive and that the topics in this policy may change with time. After all, human rights are never “done”.

For the implementation of our human rights policy, we commit to engage into a meaningful dialogue with stakeholders, especially those that may be potentially affected. We think of NGOs, representatives of local communities, our business partners and their employees, and consumers.

## Scope

This policy is applicable to Koninklijke FrieslandCampina N.V., to all subsidiaries of Koninklijke FrieslandCampina N.V. and to all legal entities in which FrieslandCampina has management control throughout the world. FrieslandCampina also expects its key business partners to respect human rights. This policy further details the expectations that FrieslandCampina has in respect of human rights (as provided in the [Business Practices for Business Partners](#)).

Where applicable law diverges from the principles in this policy, those legal requirements will prevail.

## Access to water and sanitation

FrieslandCampina ensures all people working at its premises (manufacturing sites, R&D centers, offices, etc.) have access to clean water and adequate sanitation facilities. At FrieslandCampina, we respect the human and ecological need for water. As a dairy company, we recognize the indispensable nature of water in agriculture, for advancing healthy ecosystems, and for the benefit of surrounding communities, business, agriculture and commerce. With water stewardship programmes in water-sensitive operations worldwide, we aim to further implement this right for all relevant stakeholders.

## Right to life and security

FrieslandCampina ensures a safe and healthy workplace for its employees and those working on its premises. We comply with all applicable safety and health laws, regulations, and internal requirements. We safeguard our [Life Saving Rules](#) and keep safety at the core of our operations. Our [Safety Policy](#) further details our commitment to safety and health in our own operations.

We remain dedicated to ensuring a safe workplace by identifying risks of accidents, injury and exposure to health risks and mitigating those. We are committed to engaging with our employees and partners to continually improve health and safety in the workplace, including the identification of hazards and remediation of health and safety issues.

We are committed to ensuring that our business activities have no negative impact on surrounding communities by identifying risks for communities, engaging with those communities and mitigating risks where they occur.

## Freedom of association and collective bargaining

FrieslandCampina respects the freedom of association and the effective recognition of the right to collective bargaining in its worldwide

operations, in accordance with local legislation. We commit to the ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

As an employer, we commit to providing a climate free of violence, pressure, fear and threats. We respect our employees' right to join or form a labour union without fear of negative reaction such as intimidation, dismissal or harassment. All employees have the right to freedom of expression and opinion, including on the topic of unions. We respect our employees' right to freely choose their representatives. We work to ensure continuous dialogue with those representatives in good faith and all fairness.

Where national laws restrict the implementation of these international standards, FrieslandCampina aims to facilitate the development of parallel means for independent and free association and bargaining, in order to establish a good form for dialogue between workers and the management. This may include the facilitation of free choice by workers to elect their own workplace representatives.

## Child labour

FrieslandCampina ensures it is not employing children under the age of 15 in general, or under the age of 18 in hazardous working conditions. We commit to the ILO Minimum Age Convention No. 138 (1973) and to the ILO Worst Forms of Child Labour Convention, 1999 (No. 182). When employing young workers under 18, we ensure that our operations in no way jeopardize the safety and wellbeing of these workers. In case we identify a case of child labour in our own operations or in our supply chain, we are committed to working with our business partners to provide remediation for the child.

## Forced labour

FrieslandCampina is committed to not employing or benefiting from situations that fall under forced labour as meant in the ILO Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105). This means we avoid or directly address and prohibit practices in which persons are forced to work through the use of violence or intimidation, or by more subtle means such as retention of identity papers. It also means that none of our employees should pay for their job. Fees and costs associated with recruitment and employment should be paid by FrieslandCampina. All our employees should work freely and be aware of the terms and conditions of their work and be paid regularly and timely as agreed.

## Non-discrimination and equality

FrieslandCampina respects the right of all people to be treated equally. We therefore prohibit any form of discrimination or harassment against employees based on, for example, race, colour, gender, sexual orientation, age, religion, political opinion, national, ethnic or social origin. Additionally, we commit to ensuring that the environment and working conditions are not harmful to the health, wellbeing or gender specific personal beliefs of our employees.

In addition, we commit to the ILO Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). In implementing human rights due diligence, we aim to apply a gender perspective to identify, prevent, mitigate and address real or potential adverse impacts specific to women.

## Right to privacy

At FrieslandCampina, we are committed to protecting the personal data of employees, consumers, members, customers, suppliers and other business partners. We respect national and international standards related to privacy and are committed to go beyond privacy compliance

with data protection laws. This is explicated in a set of comprehensive company policies and procedures. We are committed to asking consent to ensure that each person should have a say in how their data is being used. We are committed to being transparent, providing means to set and change privacy choices, keeping our promises, delivering excellent security and we take full ownership in protecting data and keeping it confidential.

## Environmental impact in operations

FrieslandCampina is committed to reducing the environmental impact of our activities, in order to respect the right to a sustainable livelihood and the access to natural resources. Environmental pollution and greenhouse gas emissions affect people's lives, especially their health and their access to natural resources. Therefore FrieslandCampina aims to prevent pollutions and minimize greenhouse gas emissions. FrieslandCampina commits to comply with all environmental legislation in respect of its operations.

## Access to remedy

We commit to doing business in accordance with the values set out in our business conduct policy, [Compass](#) and in respect of human rights as described in this policy. Employees and other stakeholders are encouraged to speak up if they are confronted with situations that are not in line with this policy, or with [Compass](#) through our [Speak Up procedure](#). It is possible to raise concerns anonymously and in a stakeholders' own, local language. Speaking up is possible through different routes: by phone or webservice, by reaching out to the corporate manager of business conduct, or - for employees - by getting in touch with a local trusted representative.

In no event will any retaliatory action be taken against employees or stakeholders who express their concern in good faith. FrieslandCampina

will investigate the concerns of employees and stakeholders and, where appropriate and permitted by law, will take immediate, corrective measures in response to violations. It will also use its grievance mechanism to learn where existing policies and practices can be improved. FrieslandCampina aims to develop a remediation procedure for those affected by human rights violations.

## Implementation

In line with the UN Guiding Principles, we commit to a due diligence process in order to ensure human rights are respected in line with this policy. In this process we commit to identifying, addressing and mitigating our risks and reaching out to relevant parties to cooperate with them to realize our human rights commitment.



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