
Silver Fern Farms Human Rights Policy

Valid Until May 2027

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Purpose – Our Commitment to Human Rights

Silver Fern Farms is committed to enriching people's lives and their wellbeing. We do this through meaningful work and by promoting the fair and humane treatment of people within our employment, across our supply chains, and in the communities we engage with.

We are committed to upholding ethical and legal standards in workplace practices and policies, including the protection and promotion of fundamental human rights. Guided by internationally recognised frameworks such as the ETI Base Code, the International Bill of Rights, and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, we enhance our practices by actively operating a model of continuous improvement to move beyond compliance.

This policy underscores our responsibility to foster a workplace and supply chain that prioritises equity, inclusion, and respect, reflecting our commitment to ethical and responsible business practices. We also recognise our opportunity to contribute positively to the wellbeing of the communities we engage with.

Scope

This policy applies to:

All Silver Fern Farms' employees, directors, and contractors.

All locations and regions where Silver Fern Farms conducts its activities. New Zealand practices and legislative requirements serve as a minimum standard across all operations. Where local jurisdictions impose higher standards, those will supplement this policy.

Principles

The following principles reflect our dedication to safeguarding human rights and promoting ethical and responsible practices:

1. **Fair and Humane Treatment:** We respect and uphold the dignity and rights of all individuals, ensuring we act fairly and humanely throughout our operations, supply chains and the communities we engage with.
2. **Health, Safety and Wellbeing:** We prioritise the health and safety of all individuals involved in our operations and supply chains. We are committed to providing safe working conditions, preventing workplace injuries, and promoting overall well-being.

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3. **Fair Pay and Freedom of Association:** We ensure fair compensation for all workers, upholding their right to freely associate and be represented in collective bargaining for terms and conditions of employment.
4. **Equity and Inclusion:** At Silver Fern Farms, we believe in equity and the protection of underrepresented groups, actively fostering an inclusive workplace culture free of discrimination.
5. **Respect for Māori and Indigenous Rights:** Silver Fern Farms recognises the importance of indigenous rights globally, and more particularly the role of Te Tiriti o Waitangi/The Treaty of Waitangi as a foundational document for Aotearoa New Zealand. As an organisation based in Aotearoa New Zealand, we recognise the importance of working to reflect the principles of Te Tiriti o Waitangi in our policies and practice.
6. **Child Labour and Forced Labour Prohibition:** We prohibit child labour and forced labour in all forms, including bonded labour, involuntary prison labour, and human trafficking.
7. **Sustainability and Community Impact:** We recognise that ethical and sustainable business practices are essential to maintaining the trust of our customers, farmer suppliers and stakeholders, and the communities we engage with, and we aspire to contribute positively to the wellbeing of people today and for future generations.

Sitting over these commitments is the United Nations Guiding Principles on Business and Human Rights, or UNGP. It serves as the lens through which we review our policies and practices as they affect people, serving to embed human rights considerations within all facets of our business. With a singular focus on respecting human rights, the UNGP is the tool we are using to help us address relevant human rights concerns impacting or impacted by our business as they arise.

Consistent with the ethical and legal standards we have committed to, and the principles outlined above, we expect our business partners to adhere to international labour conventions and respect fundamental human rights. These expectations are clearly outlined in our Vendor Code of Conduct.

We will seek ways to engage relevant stakeholders in our value chain to uphold the standards in this policy, aiming to promote and respect human rights by preventing or otherwise addressing human rights issues at our suppliers and throughout our value chain.

Complementary Policies and Statements

Beyond the Vendor Code of Conduct, this Human Rights Policy is supported by a number of key policies and commitments, including our Silver Fern Farms Code of Conduct, which is a core commitment for Silver Fern Farms. We also subscribe to the ETI base code and Sedex, or Supplier Ethical Data Exchange. Together, these commitments form a cohesive framework which guides us as we work to protect and promote human rights.

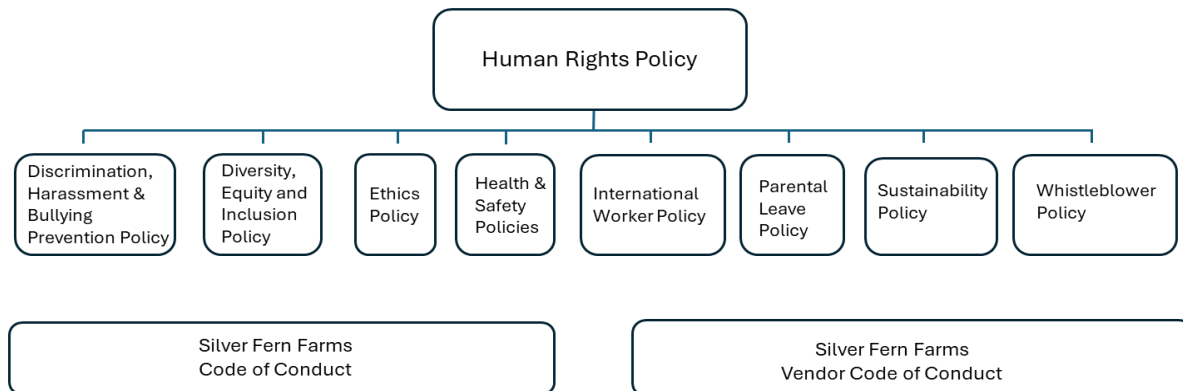
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- **Discrimination, Harassment, and Bullying Prevention Policy:** Defines our expectations for behaviour, details the steps we take to prevent bullying and harassment, and establishes clear procedures for responding when issues arise.
- **Diversity, Equity, and Inclusion Policy:** Demonstrates our commitment to fostering a fair and inclusive workplace.
- **Ethics Policy:** Promotes integrity and respect for human dignity, aligned with anti-corruption principles.
- **Health and Safety Policy:** Prioritises a safe, healthy working environment, essential to protecting human rights. Supplementing the Health and Safety Policy is a suite of specialist Health & Safety Policies, which respond to our particular operational context.
- **International Worker Policy:** Supports the fair treatment of international employees and compliance with global labour standards.
- **Parental Leave Policy:** Respects Parental rights by supporting employees during a significant life event.
- **Sustainability Policy:** Outlines our commitment to nature-positive practices, responsible supply chains, and transparent reporting to create enduring value for people, planet, and business.

In addition to our key policy suite, Silver Fern Farms continues to meet its obligations under the Modern Slavery Act 2015 (UK) with a comprehensive statement outlining its stance in relation to modern slavery and human trafficking.

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Responsibilities

Upholding human rights is a shared responsibility across Silver Fern Farms' operations:

- **Leadership:** Ensure compliance, accountability, and continuous improvement of human rights practices.
- **Team Members:** Understand and adhere to policy principles while fostering a culture of respect and dignity.
- **Partners and Suppliers:** Align with our human rights standards, as outlined in the Vendor Code of Conduct.
- **Stakeholders and Communities:** Collaborate to address shared challenges and enhance human rights practices.

Implementation and Monitoring

Implementation:

- Provide training to employees and leadership on human rights principles.
- Conduct regular risk assessments to identify and address potential human rights risks.
- Maintain confidential reporting channels for concerns related to human rights.
- Partner with suppliers and stakeholders to align practices with our commitments.

Monitoring:

- Perform audits and reviews to assess compliance and performance.
- Track measures to monitor effectiveness.
- Engage with stakeholders for feedback to enhance practices.
- Regularly review and update both the policy and any complementary policies, frameworks or statements to reflect evolving standards.

As a part of our commitment to embed the UNGP, we are undertaking our first comprehensive Human Rights Due Diligence review using the UNGP as the basis for this work. This is a deep dive to identify the most salient human rights issues across our value chain, and the remediations and controls we have - or need to have - in place, to address them. This review will inform the basis of our reporting going forward.



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Reporting Concerns

We encourage team members to raise any human rights concerns directly with their manager. Where necessary, concerns can also be reported to:

- A member of Silver Fern Farms' Ethics Committee.
- Report it Now, our confidential reporting service, which ensures a safe means to report unethical behaviour.

For any non-employees, if a person is concerned their human rights may be negatively impacted by our business activities or relationships, they can contact us using our feedback channel:

humanrights@silverfernfarms.co.nz

Commitment to Transparency

Silver Fern Farms is committed to periodic public reporting on our human rights practices and progress, demonstrating accountability and fostering stakeholder trust.

Review and Updates

This Human Rights Policy will be reviewed biennially and updated as necessary to reflect changes in human rights laws, industry standards, and best practice.

Signed:

Dan Boulton
Chief Executive
October 2025

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