



Eden Valley Poultry Incorporated
Policies and Procedures

POLICY TITLE: Human Rights Statement
ISSUED BY: Senior Director, People
ISSUE DATE: May 16, 2024
APPROVED BY: Eden Valley Poultry's President & CEO
DISTRIBUTION: All EVP Employees, Directors, Suppliers, and Contractors

Eden Valley Poultry Incorporated is committed to upholding human rights in all aspects of our operations and supply chain. We recognize the importance of respecting and promoting human rights, and we are dedicated to conducting our business in a manner that respects the dignity and rights of all individuals.

We are conscious of the potential human rights impacts associated with our operations, including the treatment of workers and animals. In alignment with our values and the guiding principles outlined in the United Nations Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, we are committed to the following:

Labour and Employment Practices:

We are committed to providing a safe and healthy working environment for all employees. We will not tolerate any form of forced labour, child labour, or human trafficking within our company or our supply chain, including our service providers. We will adhere to or exceed all applicable labour laws and regulations, including those related to wages, working hours, and working conditions.

Non-discrimination and Diversity:

We value diversity and strive to create an inclusive workplace where all employees are treated with respect and dignity, regardless of their race, ethnicity, sexual orientation, gender identity, religion, disability, or any other characteristic protected by law. We will not tolerate any form of discrimination, harassment, bullying, or retaliation.

Supply Chain Responsibility:

We are committed to working with suppliers who share our commitment to human rights. We will seek to engage with suppliers who uphold similar labour and human rights standards and are transparent about their practices. We will work collaboratively with our suppliers to address any human rights concerns and promote continuous improvement.

Community Engagement:

We are dedicated to being responsible corporate citizens and engaging with the communities in which we operate. We will respect the rights of local communities and seek to contribute positively to their well-being.

Animal Welfare:

We are committed to ensuring a high standard of bird welfare during all phases of hatching, rearing, transportation, and slaughter. Treating the animals humanely that we rely on for our livelihood is a priority and a moral responsibility that we take seriously. We share this responsibility with our farmers, catchers, and transporters, each of whom we hold to equally high standards of care. We will comply with or exceed all applicable laws and industry standards related to animal welfare.

This policy applies to all employees, contractors, and suppliers associated with our company, and we will communicate this policy to all relevant stakeholders. We will regularly review and update this policy to ensure that it remains consistent with our values and evolving best practices.

We are committed to integrating this Human Rights policy into our business operations and decision-making processes, and we will hold ourselves accountable for upholding these principles.