

Grobest Human Rights Commitment

April 2022

Purpose

Grobest is a leading aquaculture feed producer, with feed mill plants and suppliers across Asia and beyond. In addition to playing a key role in the quest for global food security, we recognize that it is an important responsibility to respect and protect human rights in the communities in which we operate. We will do our part to ensure those rights are ensured and to use our influence to encourage and improve industry standards.

Commitment

This document sets out our commitment to respect the rights provided in the International Bill of Human Rights, the principles supported by the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Our commitment is operationalized through our Employee Code of Conduct and Supplier Code of Conduct.

- We strive to comply with international and local labor laws, regulations and applicable standards.
- We do not tolerate any form of human trafficking or forced labor, harassment, use of force, the threat of use of force or any other form of intimidation against our employees or temporary workers.
- Employees and temporary workers can expect fair treatment regardless of race, color, caste, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status.
- We hold our employees accountable for adhering to the Employee Code of Conduct (COC) and conduct training on the same for all employees.
- We encourage employees to immediately report any violations of the Code of Conduct, any Company Policy or the law to their manager, Human Resources, the Chief Legal, Compliance & ESG Officer, or anonymously on our Ethics Hotline.
- Grobest expects its business partners including suppliers and contractors, to meet the same standards in the treatment of their own workers (whether full time or temporary), to be open in providing information and allowing audits, and to work with Grobest to make continuous improvements.

At Grobest, we work to create a work environment free of discrimination, harassment and violence, in which individuals' rights and freedoms are protected, and any treatment is accorded with respect and based equitably on merit and ability.



Philip McWhirter

Grobest Chief Human Resources Officer

全興集團關於人權問題的承諾書

2022 年 4 月

目標

全興集團是一家領先的水產養殖飼料集團，在亞洲和其他地區擁有飼料工廠和供應商。我們除了努力尋求在全球糧食安全方面發揮關鍵作用外，還認識到集團內尊重和保障人權是一項重要責任，我們將盡一己之力確保這些權利得到保障，並利用我們的影響力來鼓勵和提高行業標準。

承諾

本檔闡述了我們對尊重《國際人權憲章》、聯合國《世界人權宣言》和《國際勞工組織工作基本原則和權利宣言》所規定和支持的各項權利的承諾。我們通過《員工行為準則》和《供應商行為準則》來實現承諾。

- 我們承諾遵守國際和當地的勞動法律法規和相關標準。
- 我們不容忍任何形式的人口販運或強迫勞動、騷擾、使用暴力、以暴力相威脅或對我們的雇員或臨時工進行任何其他形式的恐嚇。
- 無論種族、膚色、種姓、年齡、性別、性取向、民族、殘疾、宗教、政治派別、工會成員或婚姻狀況如何，員工和臨時工都可以得到公平待遇。
- 我們要求員工遵守《員工行為準則》，並接受這方面的培訓。
- 我們鼓勵員工立即向其經理、人力資源部、集團首席法務暨法規及永續經營長或通過匿名撥打我們的道德熱線舉報任何違反《行為準則》、任何公司政策或法律的行為。
- 全興國際希望其供應商和承包商等商業夥伴在對待全職工或者臨時工上達到同樣的標準，在提供資訊和允許稽核方面保持開放，並與全興共同進步。

全興集團致力於創造一個沒有歧視、騷擾和暴力的工作環境，即個人的權利和自由受到保護，待遇得到尊重，並且基於才幹和能力得到公平對待。



麥偉達
集團首席人資長