



HUMAN RIGHTS POLICY

Revision:	02
Issue Date:	19/04/2021
Revision Date:	21/01/2025

1. Subject matter

The Board of Directors of Costa Brava Mediterranean Foods - Grup Cañigueral (hereinafter, “CBMF” or the “Company”) has approved this Human Rights Policy that recognises the intrinsic dignity and equal, inalienable rights of all of the members of the human race, a principle to which our companies attach special value, where people of up to 50 different nationalities work. The Company likewise recognises non-violence as an essential standard.

The qualitative and quantitative objectives related to this Policy – including specific targets (in terms of percentage reductions), monitoring frequencies and expected trends – are set out in the 2021–2025 Strategic Sustainability Plan, which is available for review in the framework of external audits and verification processes.

Note: this strategic document is available on request to any stakeholders.

2. Regulatory framework

This document is based on the UN’s Universal Declaration of Human Rights (1948), the Sustainable Development Goals – a call to eradicate poverty, protect the planet, and secure universal peace and prosperity – and on the ILO’s Declaration on Fundamental Principles and Rights at Work.

The day-to-day dealings between the people at Grup Cañigueral must be professional, honest and respectful: “All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood” (Article 1 of the Universal Declaration of Human Rights).

3. Basic principles and commitments

In this vein, the Company has adopted policies that openly reject child and forced labour, and that respect freedom of association and collective bargaining in the framework of labour relations.

Furthermore, these corporate policies uphold the principle of non-discrimination on the grounds of race, sex, religion or nationality, as well as promoting equality and diversity.

The Company condemns bad practices, encourages employees to report them to their line managers and facilitates complaints being submitted on an anonymous whistle-blowing channel (canaldedenuncias@costabravafoods.com) should any breach of human rights be detected.

Through its corporate policies related to social responsibility, the environment, the making of products and the marketing of these products, the Group puts ethical commitments in place regarding ESG.

Its corporate policies also favour transparency and internal communications, as well as dialogue with its consumers and stakeholders in general, and they promote respect for the aforementioned human rights amongst suppliers, subcontractors and business partners.

These objectives boil down to a fundamental principle: non-violence, which is based on clarity, sincerity and mutual respect in interpersonal relations. Any potential conflicts must be resolved in a positive, constructive spirit.

All of the above also applies to the Group's potential relationships with customers or consumers, for which, as already mentioned, there is a whistleblower channel so that they can report any type of incident, as well as redress measures for consumers, particularly in relation to compensation for potential product issues (usually due to transport), as these are the cases we encounter. In these cases, the Group's companies compensate consumers by sending them replacement products. We work every day to improve our processes and thereby minimise this type of incident.

All of CBMF – Grup Cañigueral's hierarchical structure is duty-bound to respect these principles and must endeavour to identify any potential impacts that its operations and business may have on human rights. The corporate policies are available to any member of staff and all stakeholders from the Human Resources Department.

In order to ensure that these principles are abided by, monitoring indicators will be established (based on the whistle-blowing channel and the reports processed through line managers) and a culture of respect will be promoted through training and internal communications.

REVISION HISTORY:

Revision	Date	Description of changes
00	19/04/2021	The Policy on Human Rights, Non-Violence and Sustainable Development was released that recognises the intrinsic dignity and equal, inalienable rights of all people.
01	04/11/2022	Update of the language to align it with the most relevant Sustainable Development Goals (SDGs) for the Group.
02	21/01/2025	Revision of the document to assess potential changes to it. The paragraph on customers/consumers is added. This revision history has been added to this document so that there is a public record of changes made to it.

Girona, 21 January 2025



Signed: Elisabet Cañiguerà Borràs.

President of COSTA BRAVA MEDITERRANEAN FOODS – GRUP CAÑIGUERÀ