



Human Rights Policy



Introduction

Rooted in the core values of the Strauss family who founded our company, Strauss Group today is a global food and beverage company and a manufacturer of advanced water purifiers that places respect for people, their rights and their ability to thrive at the heart of our considerations in every aspect of our business.

We believe in the value of all individuals and their inalienable rights as represented in the United Nations' [Universal Declaration of Human Rights](#), the principles defined in the International Labor Organization's [Declaration on Fundamental Principles and Rights at Work](#). We also observe other ethical standards that promote respect for people everywhere, without discrimination, in whatever capacity they are connected to our business. By upholding human rights, we help Strauss Group become the first choice for employees, consumers and other business partners.

Strauss Group's Human Rights Policy describes the way we put this belief into practice, serving as a statement of commitment from Strauss Group's Board of Directors and senior executives, a guideline for each and every one of the managers and employees in every part of our business, and a promise to our business partners, suppliers and all others we interact with.

In 2008, we confirmed our support for the United Nations Global Compact (UNGC), a global initiative that invites companies to support 10 Principles of Responsible Business, with a strong focus on human rights, and report annually on progress. We remain a committed member of the UNGC and consistently meet our commitments and report transparently.

Scope

The scope of our Human Rights Policy reaches through our entire value chain. This includes the human rights of our:

- Employees;
- Employees in our extended supply chain;
- Consumers; and
- Members of the communities in which we live and work.

Details

A Culture of Respect

First and foremost, upholding human rights is about respect for each and every individual. We aim to create a global culture of respect throughout our organization, based on our values of caring, teamwork and responsibility. Respecting individuals means seeking to understand them and aiming to behave in ways that promote trust, integrity and equity. Doing all we can to respect and uphold the rights of those we interact with is our fundamental commitment.

An Inclusive Organization

We embrace diversity throughout our organization and encourage inclusive thinking in everything that we do. This includes:

- **Attracting and recruiting employees from diverse backgrounds and promoting acceptance of differences in the workplace.** We do not tolerate discrimination basis of race, color, religion, disability, national origin, age, sexual orientation, gender, gender identity and expression, marital status, citizenship status or any other characteristic of diversity.

- **Driving innovation processes that actively seek to address the needs of different population groups** – such as those who are gluten or lactose intolerant, or those who prefer reduced calorie foods. We aim to reach the broadest range of individuals with our food and beverage offerings, so that we may improve the lives of all through our products.
- **Engaging in activities to support our local communities in ways that support diverse groups.** We engage with community partners from different communities, encouraging a broad range of participation, considering community needs on a holistic basis for the greatest social benefit.

A Commitment to Labor Rights

We respect, uphold and promote adherence to fundamental and universally accepted labor rights. These include:

- **Prohibiting Child Labor:** We support the right of children to a childhood free of work responsibilities. We do not employ children in our business, in line with regulations applicable in countries in which we operate.
- **Prohibiting Forced Labor:** We support the right of individuals to freely choose their place of work. We do not engage in any form of forced or bonded labor. We do not tolerate any form of trafficking or unlawful exploitation of individuals.
- **Respecting Freedom of Association:** We respect the right of our employees to join a labor union (freedom of association) and engage in collective bargaining. We maintain constructive dialogue with employees' freely chosen representatives and bargain with them in good faith.

A Fair Employer

We aim to be a fair employer, respecting our employees' rights to a safe and harassment-free workplace and fair compensation for their efforts. This includes:

- **Reasonable Work Hours:** We comply with applicable regulations governing hours of work in every country in which we operate. This includes respecting limits for overtime work and irregular work hours, including weekends and national or religious holidays. We do not force employees to work overtime.
- **Fair Compensation:** We support the right of individuals to fair compensation for their work. We comply with all applicable regulations governing wages and benefits in all countries in which we operate. Where possible, we provide wages and benefits that go beyond minimum legal requirements, especially for those in lower paying roles, so that they provide for themselves and their families with dignity.
- **Prohibiting Harassment:** We prohibit all forms of harassment, including sexual harassment, physical or mental punishment, or other forms of abuse in any part of our operations. We provide education for all employees so they understand the different forms harassment can take and are empowered to report any breaches of this approach.
- **Maintaining Health and Safety in the Workplace:** We aim to create a culture of safety where everyone takes personal responsibility for their own safe practices and seeks continuous improvement. We provide our employees with the relevant training, tools and equipment to perform their duties safely and engage them in process to improve safe working.

An Ethical Supply Chain

As a large global Group, we engage with thousands of suppliers of goods and services throughout our operations. We encourage our suppliers to familiarize themselves with Strauss Group's Human Rights Policy and adopt a similar approach in their own operations and demand the same of their own suppliers.

We ask our suppliers to sign our global [Supplier Ethics Policy](#) as a sign of their commitment to operating ethically as a supplier of Strauss Group.

Compliance

We constantly work to comply, and exceed when possible, with all applicable Human Rights laws and regulations in all the markets in which we operate. We establish and maintain appropriate compliance programs to ensure management and employees' involvement in, and oversight of Human Rights, and allocate appropriate resources to address required actions.

All individuals are encouraged to report any instances or suspected instances of behavior at Strauss Group that do not uphold this Policy. Any individual who makes such a report may do so without fear of retaliation. All reports are investigated promptly, and appropriate action taken if required. A global Hotline is provided for this purpose, and reports may be made anonymously. Employees may submit their grievances to their Human Resources Manager.

Strauss Group's HR Managers are responsible for ensuring compliance with local laws relating to human rights in all aspects of the business, as well as receiving Hotline reports relating to human rights violations.

Strauss Group's Chief Human Resources Officer is responsible for ensuring that procedures and guidelines are in place to ensure human rights are respected, and that there are no violations of human rights laws and principles, including discrimination, child labor, and forced labor. The Chief Human Resources Officer is also responsible for communication and training for executives and employees relating to human rights issues.

The executive management of each Strauss Group company is responsible for ensuring human rights principles are followed and respected within each operation.

Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website.