



Human Rights Policy



1. Purpose and scope

This Human Rights Policy sets out FRIT RAVICH's commitment to respecting, protecting and promoting human rights in all its business activities and relationships.

This commitment is inspired by the main international standards on the subject and takes as a reference the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the fundamental conventions of the International Labour Organization.

The Policy applies to all individuals who are part of Frit Ravich S.L. and the subsidiary companies that make up the Group, including Frit Ravich France S.A.S.U. (hereinafter, "FRIT RAVICH"), as well as to third parties with which it maintains commercial relationships, including suppliers, contractors and other business partners throughout the value chain.

2. Corporate principles and commitments

FRIT RAVICH commits to acting with respect for human rights in all its operations and business relationships, promoting a culture based on integrity, dignity and respect for people.

Within this framework, FRIT RAVICH takes on the following principles and commitments:

- **Respect for the dignity of people:** A work environment based on mutual respect, equal opportunities and non-discrimination is promoted, rejecting any form of harassment or inappropriate treatment
- **Decent work:** Compliance with working conditions in accordance with applicable law is guaranteed, including respect for wages, working hours and rest periods
- **Prohibition of child labour and forced labour:** Any form of child, forced or coercive labour is rejected, as well as any practice that may involve violations of fundamental rights
- **Health & Safety:** A safe and healthy work environment is promoted, focused on risk prevention and people's well-being
- **Freedom of association:** The right of workers to freedom of association and collective bargaining is respected, in accordance with applicable regulations

- **Responsible supply chain:** Business partners are expected to act in accordance with these principles, promoting respect for human rights throughout the entire value chain
- **Relationship with communities:** The organisation acts responsibly, considering the impact of its activities on local communities and promoting respect for the environment
- **Consumers and responsible marketing:** Responsible practices are promoted in relation to products, guaranteeing food safety and quality, as well as transparent, accurate and responsible communication
- **Privacy and data protection:** Respect for and protection of personal data is guaranteed in the performance of the organisation's activities, in accordance with applicable regulations

FRIT RAVICH will promote the integration of these principles into its policies, procedures and management practices, fostering the awareness thereof and application at all levels of the organisation.

3. Action areas

In order to comply with the principles established in this Policy, FRIT RAVICH guides its actions in the area of human rights through the following lines:

- **Integration in management:** Incorporate respect for human rights into the organisation's internal policies, procedures and processes, including the Code of Ethics, which incorporates these principles and transmits them to all employees
- **Due diligence:** Identify, prevent, mitigate and, where appropriate, remedy the possible adverse impacts arising from its activities or its business relationships
- **Value chain:** Promote respect for human rights among its suppliers and business partners, through the Supplier Code of Conduct, which establishes the applicable principles and standards in this area
- **Training and awareness:** Promote knowledge and raising awareness of human rights among people in the organisation
- **Communication and transparency:** Foster communication of commitments and progress on human rights to stakeholders



- **Continuous improvement:** Regularly review the approach and actions regarding human rights, promoting their evolution and adaptation

4. Responsibilities

The implementation and supervision of this Policy falls to the organisation's senior management, which assumes responsibility for promoting respect for human rights and integrating these principles into the strategy and decision-making.

The functions and areas responsible for sustainability or compliance supervise, coordinate and monitor the implementation of human rights commitments, promoting collaboration with the various internal areas and, when necessary, with external advisors.

The Ethics Committee is the body responsible for managing communications received through the reporting channel, as well as supervising their proper processing and resolution, in accordance with the principles of confidentiality, respect and absence of retaliation.

These functions regularly report to senior management on the progress made in implementing the Policy and on relevant human rights issues.

The different areas of the organisation are responsible for applying the principles established in this Policy within their scope of action.

All employees must be aware of and comply with this Policy, as well as act in accordance with the principles set out in the Code of Ethics.

Suppliers and business partners are also expected to act in accordance with these principles, as set out in the Supplier Code of Conduct.

5. Communication, monitoring and review

FRIT RAVICH promotes the dissemination of this Policy among its employees and business partners through the appropriate internal and external channels, with the aim of ensuring that it is known and applied.

The company regularly monitors compliance with the principles and commitments set out in this Policy, integrating, where appropriate, control mechanisms and indicators into its internal processes.

FRIT RAVICH regularly reviews this Policy to ensure its compliance with international standards, applicable regulations and the evolution of its activities and risks in the area of human rights.



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Furthermore, FRIT RAVICH provides its employees and third parties with an ethics channel that enables them to report, confidentially and, where appropriate, anonymously, possible breaches of this Policy or any situation that may constitute a violation of human rights.

- <https://fritravich.canaldenunciasanonimas.com/home>

The communications received will be handled by the designated members of the Ethics Committee, in accordance with the principles of confidentiality, respect and non-retaliation, ensuring an appropriate analysis process and, where appropriate, the adoption of the corresponding corrective measures.

6. References and related documents

This Policy is complemented by other corporate documents that develop and specify the principles established herein:

- **FRIT RAVICH Code of Ethics**, which sets out the principles of conduct applicable to all people in the organisation.
- **Supplier Code of Conduct**, which establishes the standards and expectations in human rights and responsible conduct for business partners

7. Approval and review date

This Policy has been reviewed and validated by Financial Management, the Legal Area and the People and Culture Department, and approved by General Management on 30 June 2026.

8. Signature of the General Management

FRIT RAVICH's General Management approves this Human Rights Policy and declares its firm commitment to respecting, protecting and promoting human rights in all the activities carried out in the company and the companies that make up the Group.

This Policy comes into effect on the date of its signature and will be mandatory for the entire organisation and third parties with which it maintains business relationships.

In Maçanet de la Selva, on 30 June 2026.