

INTERNATIONAL CONVENTIONS AND FRAMEWORKS ENDORSEMENT POLICY

Purpose and scope

M.P. Evans Group PLC (“the Group”) is committed to being a responsible producer of certified sustainable palm oil. The Group recognises that responsible palm oil production must be aligned with internationally accepted principles and frameworks that promote environmental protection, respect for human rights, ethical business conduct and sustainable economic development. responsible business conduct, environmental stewardship, human rights protection and sustainable development.

The Group’s declaration of support for internationally recognised conventions, declarations and resolutions relevant to the Group is expressed in this endorsement policy. The Group commits to integrating these principles into its policies, procedures and business practices in a manner consistent with applicable national laws and regulations.

This policy applies to all the Group’s palm-oil operations in Indonesia, and head office in the United Kingdom. The Group’s employees, contractors, consultants, smallholders, vendors, suppliers, and guests are required to adhere to the policy.

Responsibilities and implementation

The board has overall responsibility for oversight of this policy and its implementation, consistent with the board’s responsibilities of overseeing the company’s sustainability and environmental, social, and governance (“ESG”) matters and ensuring that sustainability is integrated into the company’s strategy and decision-making.

Responsibility for the operational implementation of this policy rests with senior management and relevant operational functions. Management at all levels contribute to supporting the effective implementation of this policy and embedding the commitments outlined in this policy into the day-to-day operations, procedures, and business practices of the Group.

Review

This policy shall be reviewed periodically to ensure continued relevance, effectiveness and alignment with evolving international frameworks, standards and industry best practices.

INTERNATIONAL CONVENTIONS, DECLARATIONS AND FRAMEWORKS SUPPORTED

The Group supports the principles and objectives of internationally recognised conventions, declarations, frameworks, and standards relating to human rights, labour standards, environmental protection, climate action, ethical business conduct, and sustainable development. These frameworks help guide the Group's sustainability policies, operational practices, and stakeholder engagement approaches.

HUMAN RIGHTS AND LABOUR STANDARDS

▪ **Universal Declaration of Human Rights ("UDHR")**

The Group recognises that all people are entitled to fundamental rights and freedoms without distinction of any kind, including race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

▪ **International Labour Organisation ("ILO") Conventions**

The Group respects internationally recognised labour rights and principles reflected in applicable ILO conventions, including:

- ILO Conventions No. 29 and No. 105 on the abolition of forced or compulsory labour;
- ILO Convention No. 87 on freedom of association and protection of the right to organise;
- ILO Convention No. 100 on equal remuneration for work of equal value;
- ILO Convention No. 111 on equality of opportunity and non-discrimination in employment and occupation;
- ILO Convention No. 138 on minimum age and the effective abolition of child labour;
- ILO Convention No. 155 on occupational health and safety;
- ILO Convention No. 169 on the rights of Indigenous Peoples;
- ILO Convention No. 182 on the elimination of the worst forms of child labour; and
- ILO Convention No. 187 on promoting a safe and healthy working environment.

▪ **United Nations Guiding Principles on Business and Human Rights ("UNGPs")**

The Group supports approaches to prevent, address, and remedy human rights abuses associated with business activities and business relationships.

▪ **Convention on the Elimination of All Forms of Discrimination Against Women ("CEDAW")**

The Group supports gender equality, non-discrimination, and protection of women's rights in employment and the workplace, including maternity protection and equal opportunity.

▪ **International Covenant on Civil and Political Rights ("ICCPR")**

The Group respects civil and political rights, including the rights to freedom of expression, religion, assembly, due process, and participation.

- **International Covenant on Economic, Social and Cultural Rights (“ICESCR”)**
The Group respects the rights of individuals to work, education, health, and an adequate standard of living without discrimination.
- **United Nations Convention on the Rights of the Child (“UNCRC”)**
The Group supports the protection of the civil, political, economic, social, health, and cultural rights of children.
- **United Nations Convention against Torture (“UNCAT”)**
The Group condemns torture and other cruel, inhuman, or degrading treatment or punishment.
- **United Nations Declaration on the Rights of Indigenous Peoples (“UNDRIP”)**
The Group recognises the rights of Indigenous Peoples, including rights relating to culture, identity, land, language, livelihoods, and Free, Prior and Informed Consent (“FPIC”).
- **United Nations Declaration on Human Rights Defenders**
The Group supports the rights of individuals and groups to promote and protect universally recognised human rights and fundamental freedoms.
- **International Convention on the Elimination of All Forms of Racial Discrimination (“ICERD”)**
The Group supports the elimination of racial discrimination and the promotion of equality and mutual understanding among all people.
- **FAO Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests**
The Group endorses the approach to identify, prevent, mitigate, and address adverse impacts on tenure rights.

ENVIRONMENT AND CLIMATE

- **United Nations General Assembly Resolution on the Right to a Clean, Healthy and Sustainable Environment**
The Group supports the universal right to a clean, healthy, and sustainable environment.
- **United Nations Framework Convention on Climate Change (“UNFCCC”)**
The Group supports global efforts to address climate change and reduce human-induced impacts on the climate system.
- **Paris Agreement on Climate Change**
The Group supports the objectives of the Paris Agreement to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.
- **Basel, Rotterdam and Stockholm Conventions (“BRS Conventions”)**
The Group supports the environmentally sound management of hazardous waste, hazardous chemicals, and persistent organic pollutants (“POPs”).

- **Convention on International Trade in Endangered Species of Wild Fauna and Flora (“CITES”)**

The Group supports the protection of endangered species and responsible regulation of international trade in wild fauna and flora to ensure species survival in the wild.

- **Convention on Biological Diversity (“CBD”)**

The Group supports the conservation of biological diversity and the sustainable use of natural resources.

- **Kunming-Montreal Global Biodiversity Framework (“GBF”)**

The Group supports the global ambition to halt and reverse biodiversity loss and contribute towards becoming nature positive by 2030.

GOVERNANCE, ETHICS AND SUSTAINABLE DEVELOPMENT

- **United Nations Convention Against Corruption (“UNCAC”)**

The Group supports actions to prevent, detect, and combat corruption and bribery.

- **OECD Principles and Guidance on Responsible Business Conduct.**

The Group supports responsible business practices and actions to identify, prevent, mitigate, and address adverse impacts arising from business operations, supply chains, and business relationships.

- **United Nations Sustainable Development Goals (“UN SDGs”)**

The Group supports the 17 United Nations Sustainable Development Goals and the global ambition to eradicate poverty, protect the planet, and promote sustainable development by 2030.

- **United Nations Global Compact**

The Group endorses the Ten Principles of the United Nations Global Compact relating to human rights, labour, environment, and anti-corruption.

- **Sustainability certification standards**

The Group supports and implements applicable sustainability certification standards, including the Principles and Criteria of the Roundtable on Sustainable Palm Oil (“RSPO”) and the International Sustainability and Carbon Certification (“ISCC”) framework.

Reviewed and approved by the board:

June 2026

Review history:

September 2023 (First issue)