

Rennie Farms (Pty) Ltd P.O.Box 416, 7620 Paarl South Africa Tel: +27 (21) 863 3740/41 Fax: +27 (21) 863 2077 renoffice@paarlonline.co.za  Rennie Plase (EDMS) BPK PosBus 416, 7620 Paarl Suid Afrika Tel: +27 (21) 863 3740/41 Fax: +27 (21) 863 2077 renoffice@paarlonline.co.za	<b>INTERNAIONAL  HUMAN RIGHTS  STANDARDS  POLICY</b>	Doc no: POL 45	Date revised: October 2021
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# INTERNATIONAL HUMAN RIGHTS STANDARDS

## Introduction

Rennie Farms recognises that employees, suppliers, and communities' fundamental human rights must be respected and upheld in the company. We are committed to the adherence of all regulation underpinning these rights. We also recognise that these fundamental human rights should not be viewed in isolation but must be applied as an integral part of all company practices and policies.

We subscribe to the principles of the International Labour Organisation; uphold and commit to all South African legislation, SIZA guidelines; and support the observance of human rights as set out in the Universal Declaration of Human Rights. In addition, our Rennie Farms Code of Ethics sets the framework for our approach to human rights.

## We commit to:

### Human rights of employees:

- Promote freedom of association and the abolition of forced and child labour
- Prohibit discrimination based on race, gender, colour, ethnicity, age, religion, political and sexual orientation, union membership, physical disability or HIV/AIDS status.
- Forbid physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation and the use of child, compulsory or forced labour.
- Strive to ensure a safe and healthy work environment and in the case of incidents, provide compensation that at the very least meets basic needs, and
- Commit to complying with both the letter and the spirit of our legal obligations in redressing historical issues of inequality in South Africa.

### Human rights in our supply chain

- Require our suppliers to respect human rights and act in full accordance with our policies and guidelines concerning social responsibility, labour standards and human rights, and
- Commit to openly and transparently reporting on human rights violations within our value chain, should these occur.

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### Human rights of people in communities

- Observe legislation and respect the cultural values of societies
- Strive to promote the wellbeing, safety, and the environment of communities within or close to our farms.

### Objective

- Promote a culture of human rights, and the observance, respect and protection thereof,
- Develop an awareness of human rights among all Rennie farm employees and its external environment.
- Monitor and assess the compliance of human rights
- Make recommendations on the promotion of human rights within the framework of the law and Constitution
- Investigate any alleged violation of human rights within the Company

### Scope and Application

The policy is applicable to all Rennie Farms employees as well as service providers of Rennie Farms.

### Governance, Management roles and Accountabilities

- HR Manager is primarily responsible for the monitoring and implementation of the human rights policy.
- All senior management is responsible for the monitoring of the Human Rights Policy and must report all deviations to the HR manager.
- The Employment Equity committee will be responsible to function independently and impartially and will carry out activities in good faith and without fear, favour, bias or prejudice.