



## Human Rights Policy

Guided by its purpose to create healthier futures, T&G Global is committed to respecting the rights of people throughout its operations and across its value chain. By embedding respect for human rights into the way we work, we strive to create a safe, fair, and inclusive environment, build trust with our stakeholders, and contribute positively to the communities where we operate.

### Scope

This Human Rights Policy (the Policy) is a group-wide policy and applies to T&G Global Limited (the Company) and all of its majority-owned or controlled subsidiaries (together T&G or the Group). T&G also encourages its joint venture companies to follow the Policy.

### Purpose

The purpose of this policy is to articulate our commitment to respecting and promoting human rights. It provides guidance for our employees, contractors, suppliers and partners on the expectations in our workplaces and throughout our supply chain.

### Commitment

As a business, T&G recognises its responsibility to respect internationally recognised human rights throughout its operations, act with due diligence to avoid infringing on the human rights of others, and address any impacts if they occur.

#### **We are guided by:**

- The Universal Declaration of Human Rights.
- The United Nations Guiding Principles on Business and Human Rights.
- The United Nations Global Compact Principles.
- The International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
- All relevant laws in the countries we operate.

#### **T&G is committed to:**

- Promoting an environment that is free from discrimination, bullying and all forms of harassment, cruel or degrading treatment.
- Providing information and training for people in roles with a material impact on human rights.
- Respecting employees' freedom of association, right to collective bargaining and their right to or not to join a union without coercion or fear of reprisal or intimidation.
- Maintaining zero tolerance for all forms of forced or coerced labour, including child labour, modern slavery, human trafficking and debt bondage.
- Maintaining zero tolerance of abuse, threats, intimidation, physical or legal attacks, retaliation or fear of retaliation of any kind towards someone defending human rights, reporting an issue or exercising their rights to freedom of expression and association

- Requiring suppliers to comply with T&G's Supplier Code of Conduct, which requires suppliers to take appropriate steps to respect human rights in their own workplaces.
- Applying the principles in our remuneration policy to achieve pay parity and establish and maintain pay levels that are competitive relative to the industry and local labour market.
- Ensuring that working hours are fair, safe, and consistent with international labour standards and local laws. We respect the right of all employees to reasonable working hours, rest periods, and paid leave. Overtime will be voluntary, compensated fairly, and managed to protect health, safety, and well-being.
- Providing a safe and healthy workplace, by continuously identifying, assessing and mitigating potential health and safety risks.
- Providing accessible channels (via T&G's Speak Up process) to raise human rights concerns or complaints.
- Reporting and meaningfully addressing any known or suspected violations of human rights, and where appropriate ensuring the person(s) harmed have control in the remediation process.
- Where appropriate, remediation will be in accordance with the local Human Rights Commission process.
- Protecting personal data and confidential information by implementing reasonable safeguards in accordance with our privacy policy and statements.
- Protecting the rights of seasonal workers by complying with and actively promoting the requirements of the Recognised Seasonal Employer (RSE) Scheme in New Zealand, Pacific Australia Labour Mobility (PALM) scheme in Australia and any other recognised schemes.

## Local legislation

Wherever T&G operates, we comply with local laws. In situations where local laws fall short of internationally recognised human rights standards, we seek to uphold the higher standard. If legal requirements conflict with international human rights principles, we will comply with the law while working to respect the spirit of human rights through alternative measures, transparent dialogue, and ongoing engagement with stakeholders.

Should any T&G employee become aware of any risks that may inadvertently contribute to or cause human rights violations, then this should be reported to [risk@tandg.global](mailto:risk@tandg.global) where we will work to find a solution that upholds our commitment to human rights whilst navigating the complexities of varying local legal and cultural contexts.

## Reporting

T&G encourages prompt reporting of any concern or grievance through its confidential Speak Up system <https://www.speakup-tandg.com>. It is open to all T&G employees, customers, contractors, suppliers and members of the community.

All issues raised through this system are acknowledged, documented, investigated if needed, reviewed, and reported to the Board's Finance, Risk and Investment Committee (FRIC).

## Related policies

- Code of Ethics
- Supplier Code of Conduct
- Health, Safety and Wellbeing Policy

- Inclusion and Diversity Policy
- Speak Up Policy
- Bullying Policy
- Remuneration Policy
- Data Handling and Privacy Policy
- Anti-Bribery and Corruption Policy
- Fatigue Management Policy

## Policy updates

Date of approval	Approver	Amendments completed by	Details of changes
October 2025	FRIC/Board	Adrienne Sharp	Policy created