



SOCIAL RESPONSIBILITY POLICY

In 2020, Zespri developed a sustainability strategy & framework and set ambitious sustainability targets and commitments, endorsed by industry partners. Zespri's sustainability strategy is governed by the Zespri Board and Executive and supported by a robust risk management structure. The sustainability framework sets out the priorities for Zespri which include health/nutrition, environmental (climate change, packaging, water) and social responsibility (looking after growers, workforce and communities).

Zespri is committed to operating a socially responsible business and protecting the rights of workers and communities in which we operate.

This policy sets the expectations of Zespri and Zespri's customers for all suppliers globally. While recognising and respecting different international laws, the highest level of protection for workers will be adopted and implemented. This policy is supported by Zespri's Global Supplier Code of Conduct.

Zespri will only source products and services from suppliers that are able to demonstrate that they understand and comply with socially responsible practices. It is expected that suppliers produce a self-declaration demonstrating adherence to core labour rights and legal obligations.

Zespri's suppliers must be able to demonstrate that they and their suppliers have policies and procedures in place that:

- ⊙ Comply with all applicable laws and regulations in their country of operation, specifically regarding:
 - Employment
 - Health and Safety
 - Human Rights
 - Immigration
- ⊙ Preclude the use of forced, bonded and compulsory labour
- ⊙ Allow freedom of association and respect the right to representation and collective bargaining
- ⊙ Provide safe and healthy workplaces and working conditions for all workers, and ensure work does not harm others
- ⊙ Ensure children and young people are employed only under circumstances which protect them from harm and ensures their education and human development is not compromised, this includes not being employed in full time or night work before reaching the specified minimum age in the relevant jurisdiction
- ⊙ Prohibit discrimination, harassment or any other forms of abuse in the workplace and ensure workers are treated with respect, fairness and dignity
- ⊙ Ensure the payment of fair and legal wages, including benefits, holidays and breaks, and do not force workers to work unreasonable hours
- ⊙ Provide access to complaint processes without retaliation or penalty
- ⊙ Prohibit any involvement in any act of corruption, extortion, embezzlement, as well as any form of bribery, whether directly or indirectly
- ⊙ Immediately report any issue that could materially affect the Zespri people and/or product

A handwritten signature in black ink, appearing to read "DM", positioned above the name "Dan Mathieson".

Dan Mathieson

Chief Executive

1 August 2023