

Human Rights Principles

February 19, 2024

1. Purpose and Scope

It is the responsibility of global companies to respect, promote, and protect human rights. This document outlines the human rights principles that Terviva, Inc. and its subsidiaries (collectively, “**Terviva**”) are committed to uphold throughout their global business operations (“**Terviva’s Human Rights Principles**” or “**Principles**”). These Principles are the responsibility of all employees, officers, and directors of Terviva, Inc. and its global subsidiaries.

2. Human Rights Commitment

Terviva is committed to respecting “human rights” as enumerated and defined in the United Nations (“**UN**”) [International Bill of Human Rights](#) and the International Labor Organization (“**ILO**”) [Declaration on Fundamental Principles and Rights at Work](#). Terviva believes that respecting human rights is fundamental to being a successful global business. Our commitment spans our business operations and supply chain around the globe. We expect our suppliers and partners to support human and labor rights as outlined in our Supplier Code of Conduct. We have a commitment to high ethical standards, transparency, and honesty, in our dealings with employees, customers, suppliers, partners, and the communities in which we operate. Ultimately, we aim to have a positive impact on the communities in which we are present.

Terviva meets its commitment to respecting human rights by acting in accordance with the UN [Guiding Principles on Business and Human Rights](#) and the Organization for Economic Co-operation and Development (“**OECD**”) [Guidelines for Multinational Enterprises on Responsible Business Conduct](#).

In addition to adherence to these definitions, guidelines, and standards, Terviva is committed to continuous improvement. Terviva undertakes an ongoing process of human rights due diligence to identify, mitigate, prevent, and account for how it is addressing human rights impacts linked, directly or indirectly, by Terviva’s business operations, products, and services on people and the communities it is present in. Our approach to continuous improvement goes beyond the prevention, remediation, or mitigation of adverse impacts and extends to our aspirations to improve the livelihoods of rural and agricultural communities around the world.

3. Focus Areas

The six areas below represent the key areas of focus for Terviva in our commitment to respecting and upholding human rights.

3.1 **Health & Safety**

Terviva is committed to providing a safe, healthy, and sanitary workplace for our employees, contractors, and visitors. Terviva understands the hazards associated with our operations and actively works to manage health and safety risks.

Terviva is committed to ensuring the safety and quality of the products and services it produces, distributes, and markets to its customers.

3.2 Freedom to Organize

We respect and will not interfere with the rights of employees to organize and join trade unions, choose representation, and negotiate collectively in accordance with applicable laws. Where our employees choose to be represented by a trade union, we will cooperate in good faith with the bodies that our employees choose to represent them.

3.3 Child Labor

Terviva is committed to respecting, supporting, and promoting the rights of children. We do not practice or tolerate any form of child exploitation. We do not provide employment to individuals under the age of fifteen (15) or under the local legal minimum age for work or mandatory schooling, whichever is higher. This applies globally to employment with any Terviva entity and we expect the same of our suppliers and partners, as laid out in the Supplier Code of Conduct.

3.4 Forced Labor

Terviva forbids the use of any form of forced or bonded labor, slavery, involuntary prison labor, or human trafficking in its operations and expects the same of its suppliers.

3.5 Free, Prior, and Informed Consent

We believe deeply in respecting the rights of indigenous peoples and communities and adhere to the principles of (a) Free, Prior and Informed Consent (“FPIC”)¹, (b) transparency, and (c) disclosure in all interactions with indigenous peoples and communities.

3.6 Diversity, Equity, and Inclusion

We value diverse backgrounds, thoughts, and opinions because we believe it makes a stronger and better-performing organization. As a diverse team with a broad range of backgrounds and professional expertise, we actively commit to making sure all team members' voices are heard and creating a balanced, diverse, and inclusive workforce. We are committed to respecting the right to be free from any form of discrimination and ensuring equal opportunities for recruitment, employment, and promotion for people of all backgrounds and genders.

4. Implementation

As of May 2023, Terviva is working to implement these principles through its business operations through a combination of third-party assessments, program and policy development. This work will be further communicated in an updated version of the principles and additional policies related to human rights, reporting, and governance.

¹ As defined in the United Nations [Declaration on the Rights of Indigenous Peoples](#) (“**UNDRIP**”)