

2025 HUMAN RIGHTS POLICY

Dunbia (UK) a Division of Dawn Meats is committed to supporting the human rights, dignity and wellbeing of its employees and workers, and those in its sphere of influence such as the supply chain and the communities of those in which it operates.

Dunbia has a fundamental commitment to acting ethically and with integrity in all business relationships, this commitment is extended to Social and Environmental responsibilities. Our principles are set out in our Corporate Social Responsibility Report. There are effective remedy pathways wherever potential human rights impact exists and these remedies are actioned via established internal Company grievance mechanisms and Safecall our confidential independent reporting line. Dunbia encourages and supports any individuals who raise genuine concerns to ensure that no one suffers as a consequence.

The UN Global Compact principles reflected in this Policy are embedded in our overall approach to Sustainable Business practices and are aligned to our Group Code of Conduct, Supplier Code of Conduct and Ethical Trade Policy.

The Human Rights Policy principles are derived from:

- The Universal Declaration of Human Rights.
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- Children's Rights and Business Principles.
- UN Women's Empowerment Principles.
- The United Nations Convention Against Corruption.
- The UK Modern Slavery Act (2015)
- UN Sustainable Development Goals

Human Rights

Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2 - Businesses should ensure that they are not complicit in human rights abuses.

Labour

Principle 3 - Businesses should uphold the freedom of association and the right to join a trade union.

Principle 4 - The elimination of all forms of forced and compulsory labour.

Principle 5 - The effective abolition of child labour

Principle 6 - The elimination of all forms of forced and compulsory labour.

The Environment

Principle 7 - Businesses should support a precautionary approach to environmental challenges.

Principle 8 - Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9 - Businesses should encourage the development and diffusion of environmentally friendly technologies.

Principle 10 - Businesses should work against corruption in all its forms including extortion and bribery.

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