



SVZ International BV
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Human Rights Policy

SVZ International

Telefoon : +31 (0)76 5049 494

Fax : +31 (0)76 5049 400

info@svz.com

www.svz.com

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Introduction

SVZ International is committed to respecting human rights. It is company management's aim to respect, protect, and promote human rights. Violations of internationally recognised human rights are not tolerated.

The SVZ International is committed to the following international regulations, which form the basis of our human rights due diligence obligations:

- International Bill of Human Rights (including the United Nations Universal Declaration of Human Rights)
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- Ethical Trading Initiative (ETI) Base Code
- Sustainable Agriculture Initiative Farm
- Sustainability Assessment (SAI FSA) Standard
- AIJN (European Fruit Juice Association) Code of Practice (CoP)
- UN Guiding Principles on Business and Human Rights (UNGPs)

The principles of human rights strategy set out in this declaration apply throughout the SVZ International, including its subsidiaries in Netherlands and abroad, and must be observed by the management and employees during the performance of all tasks assigned to them. SVZ International expects all business partners to comply with human rights. Respecting and upholding human rights obligations is the basic prerequisite for working with SVZ International.

Company

SVZ is a high-quality and sustainable fruit and vegetable ingredients supplier, offering premium purees, concentrates, NFC juices and IQFs that are not only tasty and 100% natural, but also comes with the added reassurance of SVZ's reliability and industry expertise: Everything we do aims to deliver the safest, highest quality fruit and vegetable ingredients to meet customer requirements.

Our **mission** is to support all our people - employees, growers and customers alike - and to remain at the forefront of our industry in terms of sustainability, food safety, ingredient innovation and knowledge. The **core value** SVZ insists is '**Grow better, together.**'



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By nurturing partnerships across agronomy, sustainability and quality, we can ensure our standards are met, and we deliver on our customers' expectations – on taste, quality and sustainability. To be the leading global agro-supply chain provider of high-quality fruit and vegetable ingredients, our quality leadership extends throughout the supply chain, from cultivation, harvesting, processing, quality control and packaging.

We think and act for the long term and recognise our responsibility towards the environment and society. We endeavor to act responsibly throughout our value chain to create a positive environmental and social impact.

Respect for human rights throughout the supply chain

SVZ International takes appropriate and effective measures to identify and verify human rights and in its own business operations and in the entire supply chain, and to prevent the occurrence of risks. If it is determined that a violation of a human rights obligation has occurred or is imminent, a targeted remediation process is put in place and individual measures are taken to end a violation and minimise its consequences.

All measures taken as part of our human rights responsibility follow the principle of 'empowerment before retreat': We are committed to supporting our business partners in preventing and ending violations of human rights regulations before we abandon business relationships or switch to alternative sources of supply.

Measures for effective risk management

Due diligence obligations are implemented for our own business area and the entire supply chain as part of our risk management system. By integrating the due diligence obligations into all relevant business processes, SVZ International ensures that risks are identified, and preventive and remedial measures are implemented in a targeted manner.

Effective risk management

Our risk management system establishes processes for the implementation of due diligence obligations and defines areas of responsibility, expertise, and reporting lines.

Due diligence obligations are embedded into SVZ International. Operational implementation of the legal requirements is assigned within SVZ to the Sustainability department, which works closely with the Sourcing, Supply Chain and Human Resources departments.

Identifying, weighting and prioritising risks

SVZ International conducts comprehensive risk analyses in line with our human rights obligations within our own business area and with our direct suppliers. We draw on both internal and external expertise. The complexity and scope of our international supply chain requires the use of technical solutions that support us in identifying, verifying, weighting, and prioritising risks.

Our risk analysis allows us to determine the individual risks of each business partner. Based on general supplier information – in particular country of origin and industry – an abstract risk analysis is carried out based on many recognised indices and studies by external experts. Business partners are then assessed for specific human rights risks on the basis of supplier self-assessments, an AI-driven media analysis tool, verified certifications and our own findings from inspections and/or business processes. This takes into account not only the business partner's country of origin and sector but also product risks, trading level risks, the complexity of upstream supply chains, and a wide range of other data in order to identify risks at an early stage.

We weigh and prioritise risks by comparing the expected severity of a potential human rights infringement and its irreversibility with the probability of occurrence. We also take into account our own potential contributions to the risks and our level of influence. This allows us to prioritise risks and take targeted action if there is a threat of risks materialising. We use a risk matrix to identify our need for action and to initiate preventive and remedial measures where necessary.

Taking a preventive approach

Our comprehensive risk analysis is supplemented by appropriate and effective preventive measures. SVZ's Code of Conduct applies to our own business area and clearly summarises the expectations and rights of our employees.

We offer training and education opportunities for our employees. Employees with direct responsibility for implementing the human rights due diligence obligations regularly take part in further training measures to equip them to implement our requirements for human rights and environmental protection throughout the entire supply chain. We also offer our business partners training and further education opportunities so that they are empowered to promote human rights protection in their business areas.

We carry out regular and ad-hoc checks in our own area of business in order to identify and minimise risks at an early stage. We monitor our business partners within the scope of legal possibilities and regulations.



To reduce risks within our supply chain, SVZ selects its suppliers according to strict procedures. Various factors are taken into account, including the ability to comply with our CoC, quality and reliability, the supplier's location, and company structure.

SVZ expects its suppliers to comply with the requirements of the CoC. SVZ's own agronomists regularly visit suppliers to discuss labour and employment practices.

We require business partners to pass on our human rights expectations in the supply chain and to continuously monitor their compliance. Our CoC forms the basis for entering into a new business relationship with SVZ.

Taking remedial action

Effective remedial action must be taken when a violation of human rights obligation occurs or is imminent. SVZ International initiates remedial measures immediately after identifying a corresponding violation. We develop individual remedial measures for each situation and each direct or indirect supplier to end violations in a targeted manner. We have also developed a series of framework measures that can be activated immediately in response to violations.

For each corrective measure, we define a process, success targets, and clear internal company responsibilities. Each corrective action contains a concrete timetable and can be provided with interim targets. The system supported action processes connects all relevant stakeholders.

Grievance mechanism

A functioning complaints procedure that is accessible to all affected supply chain actors - from employees and suppliers to third parties impacted by our activities or those of our suppliers - plays an important role in identifying risks and violations in the supply chain. It is important that information can be submitted anonymously and confidentially.

As part of the Doehler Group, SVZ provides an online whistleblowing system, the Doehler Compliance Hotline, which is translated into several languages and can be accessed at any time.

The Compliance Hotline offers anyone along the entire supply chain the opportunity to report human rights or environmental risks or violations to SVZ, in order to avert or minimise imminent damage. Any internal or external person is authorised to report information or complaints.

Whistleblowers are given access to a password-protected mailbox, which they can use - anonymously if they wish - to stay in contact with the experts responsible for the investigation, for example to answer queries.

Every report or complaint received is documented internally. Reports or complaints are examined centrally, and a check is carried out to confirm which SVZ company or supplier is affected. If the



investigation confirms risks or violations of human rights or environmental obligations in SVZ's own business area and with suppliers, or shows that these are imminent, appropriate preventive and remedial measures are initiated by the responsible department. The implementation of preventive and remedial measures is followed up by the department responsible.

Responsibility throughout the supply chain

SVZ International takes our responsibility for the entire supply chain very seriously. Accordingly, we also extend our risk analysis to suppliers who do not have a direct business relationship with us but are still part of our supply chain.

The long-term goal is to create complete transparency in the supply chain. Despite the understandable conflicting interests of some business partners, we endeavour to identify indirect suppliers and include them in the risk analysis. To this end, we rely on close cooperation with our direct business partners in order to increase transparency in the supply chain in a cooperative manner and for the benefit of all.

Documentation and reporting

The implementation of our due diligence obligations is documented on an ongoing basis. We use a centralised risk management system to collate all information on identified risks and the preventive and remedial measures taken available to us.

We are committed to transparent communication on the human rights challenges to which we are exposed. Through our public reporting, we communicate recognised risks, measures taken and the progress made at least once a year.

The German Act on Corporate Due Diligence Obligations (Lieferkettensorgfaltspflichtengesetz – LkSG)

The German Act on Corporate Due Diligence Obligations (Lieferkettensorgfaltspflichtengesetz - LkSG) aims to guarantee human rights and environmental standards along the entire supply chain. The Act defines a series of protected legal positions whose imminent violation is to be prevented by extensive due diligence obligations. SVZ, as part of the Doehler Group, has been in scope of the LkSG since 2025.

Döhler works closely with the Environmental, Social and Governance (ESG) platform provider Osapiens and uses the Osapiens web-based ESG solution suite to ensure transparency and efficiency in setting up and monitoring our human rights and environmental risks. All SVZ suppliers are now uploaded into Osapiens.

Risk analysis allows us to determine the individual risks of each business partner. Based on general supplier information - in particular country of origin and industry - an abstract risk analysis is carried out based on a large number of recognised indices and studies by external experts. Business partners are then assessed for specific human rights or environmental risks on the basis of supplier self-assessments, an AI-driven media analysis tool, verified certifications and our own findings from inspections and/or business processes. This also takes into account the business partner's product risks, trading level risks, the complexity of upstream supply chains, and a wide range of other data in order to identify risks at an early stage.

Risks are weighed and prioritised by comparing the expected severity of a potential human rights or environmental infringement and its irreversibility with the probability of occurrence.

For more details, review the latest **Annual Management Report on the risk assessment as per the German Supply Chain Due Diligence Act/ Lieferkettensorgfaltspflichtengesetz (LkSG)**.

Cooperation

We initiate and participate in agricultural sustainability projects worldwide, with a clear focus on reducing social and environmental risks and improving the working conditions of all employees throughout our supply chain, for example:

Supplier Ethical Data Exchange (Sedex)

SVZ is a member of the Supplier Ethical Data Exchange (Sedex) and verifies the ethical integrity of all company activities through independent verification of all production sites using Sedex Member Ethical Trade Audits (SMETA).

SAI Platform

SAI Platform brings together over 170 member companies and organisations leading the way in sustainable agriculture worldwide. SVZ is a founding member and sits on the Steering Committee of the SAI Farm Sustainability Assessment (SAI FSA) to help it become an industry-wide reference.

International Fruit and Vegetable Juice Association (IFU) Sustainability Working Group

IFU is the global representative of the fruit and vegetable juice industry. SVZ is closely engaged with IFU leadership and actively participates in various working groups.



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Sustainable Juice Platform (SJP)

SJP is a multi-stakeholder initiative that brings together companies and civil society. SVZ is a committed member of the Sustainable Juice Platform

Sustainable Juice Covenant (SJC)

SJC is a network of juice companies with joint sustainability commitments, facilitated by IDH, the Sustainable Trade Initiative. SVZ is a committed founding member of the Sustainable Juice Covenant (SJC).

Outlook

SVZ International is committed to the continuous review, further development and improvement of its own measures. The effectiveness and efficiency of all human rights and environmental due diligence obligations must be guaranteed at all times. Effectiveness reviews are carried out on an ad-hoc basis and at least once a year.

Approval for this statement

This statement was approved on 2nd of June 2025

Pau Spanjes

Signature:

A handwritten signature in blue ink, appearing to read 'Pau Spanjes', with a horizontal line underneath.

