

AgDevCo Ventures' Responsible Business Principles

- ▶ Comply with applicable local and national laws (as a minimum);
- ▶ not employ or make use of forced labour of any kind;
- ▶ not employ or make use of child labour;
- ▶ pay wages which meet or exceed industry or legal national minima and strive toward providing 'decent work' and living wages;
- ▶ promote gender equality;
- ▶ treat employees fairly in terms of recruitment, progression, terms and conditions of work and representation, irrespective of gender, race, colour, disability, political opinion, sexual orientation, age, religion, social or ethnic origin, or HIV status;
- ▶ have a zero-tolerance policy for any forms of sexual, physical or psychological harassment, abuse or exploitation, and provide training to all workers on these issues;
- ▶ allow consultative work-place structures and associations which provide employees with an opportunity to present their views to management, including confidentially;
- ▶ assess and manage the health and safety risks arising from work activities so that they are as low as reasonably practicable;
- ▶ implement an agreed Environmental and Social Action Plan (ESAP). An ESAP is determined through certification schemes like SMETA, working towards alignment with the relevant aspects of the International Finance Corporation (IFC) Performance Standards on Social and Environmental Sustainability (2012) and the World Bank Group's General Environmental, Health and Safety Guidelines with appropriate targets and timetable for improvements;
- ▶ ensure that worker accommodation and facilities are safe and adequate for needs in line with local building standards providing adequate privacy, sanitation, and security, especially with regard to fire and safety, and the separation of male and female workers. Where workers are charged for housing ensure that those charges are reasonable with respect to market rates and wages;
- ▶ take reasonable measures to assess the risks associated with supply chains, particularly with respect to worker health and safety, child and forced labour and potential impacts on High Conservation Value areas;
- ▶ comply with all applicable laws and promote international best practices, including those laws and international best practice standards intended to prevent extortion, bribery and financial crime; uphold high standards of business integrity and honesty;
- ▶ properly record, report and review financial and tax information;
- ▶ use effective systems of internal control and risk management covering all significant issues, including environmental, social and ethical issues; and
- ▶ take reasonable measures to maintain and build upon the ESG standards and systems adopted during AgDevCo investment after AgDevCo exit.