

Our Position on Human Rights

July 2021



OBJECTIVE

Perfetti Van Melle believes our business can flourish only if conducted in a manner that is respectful and protective of human rights. As such, we recognize our responsibility wherever we conduct business. We find there is both a moral and a business case for upholding human rights throughout our entire operations.

The fair and equitable treatment of all our associates is our top priority, while we seek to protect the rights of all individuals with whom we conduct business. We are committed to providing fair working conditions (including wages, social security and the right to collective bargaining), and a diverse, equitable and inclusive work environment.

APPROACH & ENGAGEMENT

We respect and support internationally recognized human rights guidelines as laid out by the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

In case of a conflict between these international standards and applicable local laws, we comply with the laws, yet continually seek ways in which we can honor these international standards.

Through adherence to our own Code of Conduct (CoC) and the execution and continuous improvement of our due diligence process, we aim to prevent, address, and mitigate any adverse impact on or from our operations.

IMPLEMENTATION



Our CoC sets forth the principles that apply to all our associates and it highlights our responsibility, as a Group and as individuals, to implement and protect our core values and our ethical standards.

Our CoC and this position statement are made available to all our associates, whom we require to review, understand and live up to them. To enable this, we provide both classroom and eLearning opportunities. Through our employee engagement survey, we also seek feedback.

Just as importantly, we emphasize our CoC and this position statement to all of our business partners and require their adherence. We require them to provide safe working conditions; treat workers with dignity and respect; and, act ethically and within the law also in regard to the treatment of their associates.

Perfetti Van Melle has in place a Whistle Blowing Policy that encourages all our associates, customers and others to report any concerns related to our, direct or indirect, activities. Our whistleblowing procedure is designed to protect the individual and make it easy for disclosures to be made, without fear of retaliation.

In addition to our CoC, we are also committing to an appropriate due diligence process through social sustainability audits of our operations.

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GOVERNANCE

The Board, CEO and Executive Committee of Perfetti Van Melle oversee the implementation of our CoC, including our position on human rights.

We also have in place a sustainability governance model, overseen by our Chief Sustainability Officer, Sustainability Steering Committee, and Executive Committee.

As human rights issues are broad and complex, we have identified ten key priority areas, set out below. While we are committed to focusing our efforts in these areas, we recognize that other human rights issues may become priorities over time. Therefore, we review our focus areas regularly and will update this position statement accordingly.

MODERN SLAVERY, HUMAN TRAFFICKING & FORCED LABOR

Perfetti Van Melle condemns, as defined by the ILO, any form of forced or compulsory labor, including forced prison labor, indentured labor, bonded labor, modern slavery and human trafficking. We recognize our responsibility to take a robust approach to such matters and believe that they have no place, in any form, in society.

Our goal is to ensure that all our associates enjoy freedom of movement, not limited through any physical restriction, abuse, threats or practices such as the retention of identification documents or possessions. We want to ensure that they have the right to work freely, understand the terms of their employment and are regularly and fairly compensated.

CHILD LABOR



We recognize child labor as a violation of fundamental human rights and understand our role in preserving children's rights to childhood. In compliance with all local and national standards and employment legislation, and in line with our CoC, we have in place strict policies and procedures around adherence to requirements as defined by ILO. We aim to prevent any employment practice that deprives children of their childhood, their dignity, their opportunity for education, or their potential.

FAIR WAGES & WORKING HOURS

We are dedicated to the equitable and responsible treatment of our associates. We believe fair compensation is essential to an adequate standard of living. We comply with minimum wage regulations in the areas where we conduct business. We respect the ILO conventions on standard normal working hours.

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DIVERSITY, EQUITY & INCLUSION

Perfetti Van Melle offers our associates fair treatment and a truly diverse, equitable and inclusive working environment.

We do not tolerate discrimination, unfair or unequal treatment in any manner. We recruit and reward based on capability and performance, regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion, or physical ability.

Recognizing that a true commitment to an inclusive society must extend beyond the confines of our own organization, we seek to portray our brands in a thoughtful and respectful manner, reflecting our richly diverse consumer base.

HEALTH & SAFETY



Perfetti Van Melle has a strong commitment to the safety and health of employees. We routinely run safety campaigns in all of our sites. Workplaces comply with the laws and regulations of the locations in which we operate, as well as our own safety guidelines. Internal occupational health and safety study groups have been established specifically to monitor and improve working conditions.

We strive for “Zero accidents and work-related injuries or illness.” We believe raising health and safety awareness is crucial to this effort. We provide training (safe ways of working, first aid and emergency response) to help our employees understand measures we can all take in providing a safe and healthy workplace.

ENVIRONMENT

We are committed to reducing our impact on the environment. We wish to create and maintain competitive operations, with a long-term sustainable future. To do that, we focus on reducing carbon footprint, energy and water consumption, limiting waste and atmosphere emissions from our locations and businesses, reducing packaging material, adopting renewable energy sources wherever possible and maintaining ISO 14001 certification.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Perfetti Van Melle recognizes and respects the rights of our associates to join or leave organizations of their own choosing. They are free to form their own employee organizations or trade unions; and, to bargain collectively to pursue their own interests, without the prior authorization of their employer.

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A large, solid yellow circle containing the text "Innovative Treats. Better Future."

**Innovative Treats.
Better Future.**

**We create innovative treats to surprise and delight our consumers.
We continually improve our products and processes to enhance
the lives of all our stakeholders and reduce our environmental impact.**