



## **Ferrara Candy Company Human Rights Policy**

### **1. Purpose and Scope**

The purpose of this Human Rights Policy (hereinafter, the “Policy”) is to express Ferrara Candy Company’s, its subsidiaries’, and its affiliates’ (collectively referred to as “Ferrara” or “us, “we”) active and continuous determination to meet its responsibility to respect and support internationally recognized human rights standards. Two of Ferrara’s driving values—integrity and empathy—are centered on people and naturally require consideration of and action to protect human rights. Ferrara is committed to protecting human rights in our own operations, throughout our value chain, and in the communities in which we and our business partners operate. We are committed to sharing delight in every bite, and this mission cannot be achieved without prioritizing the wellbeing, dignity, and rights of all people.

Ferrara’s Human Rights Policy is based on the foundational principles of the United Nations Guiding Principles on Business and Human Rights (UNGPs) and concepts of the United Nations Universal Declaration of Human Rights. Ferrara has also aligned its Global [Code of Conduct](#) and Global [Supplier Code of Conduct](#) with this Policy and expects all employees, suppliers, contractors, and vendors to comply with the human rights standards, principles, and priorities detailed herein.

### **2. Ferrara’s Human Rights Priorities and Standards**

Ferrara is committed to complying with all relevant laws, respecting and protecting human rights, and providing access to remedies where violations to human rights are suspected or identified. While the complex global confectionery industry presents numerous potential human rights issues, we have identified the following priority impact areas as most relevant to our current operations:

*2.1. Freedom from Forced, Prison, and Child Labor:* All forms of forced, prison, or child labor are prohibited in our own operations and throughout our value chain.

*2.2. Right to Just and Favorable Working Conditions:* We comply and require supplier partners to comply with all applicable minimum wage and working hour laws, with the aim of providing fair compensation and rest. We strive to provide fair and favorable conditions to all employees across our manufacturing and corporate work environments.

*2.3. Right to a Safe, Secure, and Healthy Work Environment:* We prioritize the health and safety of our employees by providing safe, accessible, well-resourced working environments and require our suppliers to do the same.

*2.4 Freedom from Discrimination and Harassment:* We respect diversity and inclusion and we do not tolerate harassment or discrimination in hiring, employment, or other operational practices on any basis, including but not limited to race, religion, sex, gender, age, ability, or national origin.

*2.5. Right to Privacy:* We appreciate the variety of risks posed to employee and consumer data in the digital age. Therefore, we follow best-in-class processes to protect data against security risks and continuously evaluate ways to improve our protocols to better respect the privacy of our consumers and employees.

*2.6. Right to Health and Responsible Marketing:* We respect our consumers’ right to accurate information related to the nutrition and health of our products and comply with regulations to ensure responsible marketing to children.

*2.7. Right to a Safe, Sustainable, and Healthy Environment:* We firmly believe that all humans have the right to safe, accessible natural resources and a sustainable environment. Consequently, we are committed

to reducing our adverse impacts on, and working with our value chain and communities to protect, our global environment.

Ferrara will continue to assess its human rights impacts, adjust priorities as appropriate, and take action to address the relevant issues that pose the greatest risks to human rights in our operations and value chain. We recognize the critical role of diverse stakeholder participation in this process and welcome ongoing collaboration with our employees, suppliers, peers, and communities.

### **3. Ferrara's Approach**

#### *Governance*

Ferrara's Senior Leadership team is responsible for overseeing the implementation of this Policy. Ferrara's Legal, Human Resources, Procurement, EHS, Manufacturing, and Sustainability departments are collectively responsible for engaging with internal and external stakeholders on the implementation of this Policy and adherence to the standards set out herein.

#### *Due Diligence*

Recognizing that human rights due diligence plays a critical role in the transparent and effective operation of a human rights strategy and policy, we supplement existing mechanisms (e.g., Global Supplier Code of Conduct) with supplier screening; risk assessment, including specific clauses in all our contracts related to human rights; and social auditing.

#### *Training*

All Ferrara employees are trained on issues regarding human trafficking, child labor, and forced labor by way of reviewing and acknowledging relevant provisions in Ferrara's Global Code of Conduct on an annual basis.

#### *Access to Remedy*

Ferrara provides an Ethics and Compliance Hotline (available via telephone and online) for all Ferrara employees; employees of suppliers, co-manufacturers, and other related businesses; and any member of the public to anonymously report incidents and file complaints related to Ferrara working conditions, Policy violations, and other human rights and social concerns. All reported complaints are formally investigated by Ferrara's Office of Ethics and Compliance.

### **4. Conclusion**

At Ferrara, we believe that respecting and promoting human rights is not only a moral imperative but also a fundamental aspect of responsible business conduct. We are committed to integrating human rights considerations into all aspects of our operations and to working collaboratively with our stakeholders to create a world where human rights are universally respected and upheld.