

# Human Rights Policy Statement

## Overview

This Policy aligns with the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. SunOpta is committed to supporting and promoting human rights with regard to our employees, business partners, and suppliers. SunOpta's commitment to Human Rights is addressed in detail in SunOpta's Code of Conduct and its Supplier Partner Code of Conduct.

## Employees

SunOpta is committed to setting the highest standards of ethical conduct in all business operations, even beyond the strict requirements of the law. SunOpta's Code of Conduct provides employees with the guidance needed to perform their duties in compliance with SunOpta's high standards of ethical conduct.

We believe each of our employees should be treated with dignity, respect, and fairness. SunOpta provides healthy and safe working conditions for all employees through the use of trainings, proper safety equipment, and more. Our employees receive fair wages, hours, and regular pay in accordance with applicable law.

We embrace diversity, equity, and inclusion by working to create a workforce that reflects the diverse communities in which we work. SunOpta is committed to providing equal opportunities in hiring, promotion, development, and experience. We believe that employees should be judged on merit and ability to perform their job based on relevant and objective criteria.

## Business Partners and Suppliers

In addition to our employees, SunOpta strives to respect, support, and protect the human rights of employees of our business partners and suppliers. All suppliers are held to SunOpta's high standards and are expected to comply with our Supplier Partner Code of Conduct and to report any violations.

Compliance with the Law – We expect all business partners and suppliers to comply with legal requirements relevant to the conduct of their business pertaining to human rights, including fair compensation, labor, health and safety.

Child Labor – SunOpta does not engage in, or work with others who engage in, unlawful employment or exploitation of children. Suppliers are required to protect workers under the age of 18 from work that is hazardous to their health or safety.

Forced Labor and Human Trafficking – We are committed to strictly prohibiting forced labor or any kind, including prison labor, indentured, debt bondage, slave, or forced labor by governments or otherwise.

## **Governance**

SunOpta's Corporate Governance Committee has oversight of ethics within SunOpta. The Audit Committee oversees all reported violations of the Supplier Partner Code of Conduct or SunOpta's Code of Conduct, including violations relating to matters of human rights. The Board of Directors and Sustainability Steering Committee oversee SunOpta's overall approach to Environmental Social and Governance.

## **Implementation**

As part of the supplier qualification process, SunOpta asks its suppliers to review the Supplier Partner Code of Conduct and sign a form attesting to their compliance. In addition, SunOpta has joined SEDEX as yet another way of seeking transparency and ensuring compliance within its supply chain. SunOpta provides annual training on the SunOpta Code of Conduct to all employees with a SunOpta email address.

SunOpta encourages its employees to report any concerns about potential violations of this policy, the Code of Conduct, the Supplier Partner Code of Conduct, or any other policy, through multiple reporting options, including a Confidence Hotline.