



HUMAN RIGHTS POLICY

1. Introduction

At Acomo, we believe that business can only succeed and sustain when and where human rights are protected and respected. We recognize our responsibility as a company to respect human rights. We aim to prevent and address any negative impacts we may have on the rights of those whom we employ, do business with, or interact with along our supply chain.

2. Objective

We source our products from all over the world, including countries with social issues of concern. Some of the main risks in the food supply chain are related to human rights. It is our responsibility to honor ethical business practices, labor standards, and social and environmental aspects when purchasing products and services.

We take guidance from the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work, and we have incorporated the OECD Guidelines for Multinational Enterprises to our Code of Conduct as a starting point for the integration of human rights due diligence in our business policies and procedures. The Acomo Code of Conduct and Supplier Code outline our shared ethical standards for the behaviors expected from all our employees and conducting business. Compliance with sustainability criteria within the supply chains of the Acomo companies starts with the Acomo Supplier Code. This Supplier Code is the statement of our expectations regarding business integrity, labor practices, associate health and safety, and environmental management.

3. Our commitment

This Human Rights Policy commits Acomo to:

- integrate sustainability due diligence into policies,
- identify actual or potential adverse human rights impacts,
- prevent or mitigate potential impacts and end or minimize actual impacts,
- establish and maintain a complaints procedure, and
- monitor the effectiveness of the due diligence process.

4. Reports and Remedies

We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We take all reports of potential misconduct seriously and handle them promptly, fairly, and as confidentially as possible. We have established a transparent, open, and predictable process for investigating and remediating grievances. Any grievance or report from employees and external parties may be submitted anonymously online or by phone.