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**Commitment  
to Human Rights**





**GOAL:** *Ensure and promote respect for Human Rights in all the Group's operations.*

Ensuring respect for Human Rights throughout our supply chain is one of the Group's priorities in Social Responsibility. We base our criteria in this respect on the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

This commitment is set out in: (i) our Code of Conduct, which establishes the principles and values that must underlie the actions of all persons and companies in the Ebro Foods Group, and (ii) our Suppliers Code of Conduct, which establishes the principles, standards and business practices to be met by our suppliers and service providers in their relations with the Group and its professionals.

**Grievance mechanisms and follow-up.** The main grievance mechanism is the reporting channel of the Code of Conduct ([canaldedenuncias@ebrofoods.es](mailto:canaldedenuncias@ebrofoods.es)), through which any of the persons bound by the Code may report any breach of the principles set out therein, under a guarantee of absolute confidentiality. Only the Chairman of the Audit and Compliance Commission of the Group parent has access to that e-mail account, which is protected with IT security systems to prevent any unauthorised access. The Committee Chairman is responsible for prioritising, processing, investigating and solving grievances according to their importance and nature, assisted by the Compliance Unit.

In addition, external audits are made regularly at the workplaces situated in developing countries of companies forming part of the consolidated group.

With regard to suppliers, apart from internal audits, we have been using the Sedex platform as a management tool since 2016.



The following table shows the audits conducted over the past three years:

COMPANY	NAME OF WORKPLACE	AUDIT
Herba Ingredients	Herba Ingredients Belgium B	SMETA 23/01/2017- 4P Full Initial Audit
	Herba Ingredients Belgium C	SMETA 23/01/2017-4P Full Initial Audit
Steven&Brotherton Herba Foods	Regent Mill	SMETA 21/12/2016-4P Periodic audit
	Fulbourn Mill	SMETA 19/12/2016-4P Partial Follow-up Audit
Mundiriz	Larache	SMETA 08/09/2015 -4P Full initial audit
Herba Ricemills	La Rinconada	SMETA 07/06/2016-4P Full Initial Audit
	San Juan	WCA 06/04/2017
Riviana Pasta	Winchester	Ethical Audit (SA8000), Date: 11/07/2016
	Winchester	Ethics Audit by Accordia (for Wal Mart), Date:22/09/2015
Riviana Arroz	Carlisle	Bi-Annual SEDEX/SMETA Audit 2016, Date: 11/04/2016
	Brinkley	Bi-Annual SEDEX/SMETA Audit 2016, Date: 11/04/2016
Catelli Foods	Clearbrook	Bi-Annual SEDEX/SMETA Audit 2016, Date: 22/02/2016
	Delta	SGA ETHICAL AUDIT, Date: -
Ebro Foods Netherland	Lassie	SMETA 10/11/2017 -4P Partial Other
Mundi Riso	Vercelli	SMETA 18/12/2017-4P Full Initial Audit
Ebro India	Ebro India Pvt Ltd (Taraori)	SMETA 23/07/2015-4P Full Initial Audit
Herba Bangkok	Nong Khae	SMETA 14/02/2018-4P Full Initial Audit

Over the next three years, the Group intends to work on: (i) the due diligence process to identify the most important impacts by our organisation on Human Rights and establish mechanisms to ensure their protection; and (ii) establishing awareness and training programmes.

### Training on Human Rights policies and procedures [HR2]

	NO. EMPLOYEES WHO HAVE RECEIVED TRAINING	NO. HOURS	% OF SUBSIDIARY'S EMPLOYEES
Ebro India	104	208	100%
Pastificio Luccio Garofalo	170	170	100%
Herba Bangkok	128	128	100%
Panzani	27	189	4%

### No. of incidents of discrimination / grievances about labour practices [HR3] [LA16]

A single grievance was registered in 2017 by an employee of the subsidiary Riviana Foods (USA), alleging racial discrimination. The allegation was investigated and solved by Riviana Foods.