



HUMAN RIGHTS STATEMENT OF THE CAPRI SUN GROUP

For many decades, Capri-Sun has been putting smiles on the faces of children and adults around the world. For just as long, responsible behavior has been our objective and conviction. We are aware of our economic, environmental and social responsibilities and understand the challenges related to global sourcing structures. We want to contribute to making the world a better place and leaving a better planet for our children.

Against this background, we are working to analyze the social and environmental impact of our business activities, to identify risks and to minimize them.

In line with the United Nations Guiding Principles on Business and Human Rights, we see it as our logical responsibility to ensure in our own business and in our value and supply chains that human rights are respected and human rights violations are prevented.

Our business activities are based on the international standards and guidelines, such as the United Nations Universal Declaration of Human Rights.

Consequently, our fundamental principles provide that child labor, slave labor, unequal treatment, the disregard of freedom of association, the neglect of occupational health and safety measures as well as the withholding of an adequate salary are unacceptable and must be strictly avoided. We continuously assess in our supply chains if there are particular risks of human rights violations.

We feel committed to the environment and pay attention to sustainability and the protection of nature in our own business activities and throughout our value and supply chains.

We have a Code of Conduct for our business partners as well as a Code of Conduct for our employees/teams. These codes constitute a binding framework and define specific obligations and goals.

We are aware that the implementation of these basic principles in our own business activities and our supply and value chains requires our ongoing review. Accordingly, we will continuously strive to improve and actively contribute to the implementation of universal human rights and the protection of our natural resources.

A handwritten signature in dark ink, appearing to read 'Roland Weening', is placed above the name of the CEO.

Roland Weening Group CEO