



HUMAN RIGHTS POLICY



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1. Introduction

- 1.1 EcoCeres, Inc. (the “Company”) and its subsidiaries, joint ventures, affiliates or companies in which the Company holds a controlling interest (hereinafter referred to as the “Group”, or “EcoCeres”) believe that our people are our greatest asset and recognize that human rights is fundamental to business ethical practices, which shall be embedded in all aspects of our business operations. The Group is dedicated to upholding human rights as an integral part of our corporate values and responsibilities to create an equitable, respectful, and supportive working environment, as outlined in our *Sustainability Policy*, *Code of Conduct*, and *People Policy*.
- 1.2 The Human Rights Policy (the “Policy”) reinforces our commitment to respecting and supporting human rights in all our aspects of our business activities. It serves as a guiding framework for our actions, ensuring that human rights considerations are integrated into our decision-making processes, practices, and business relationships.
- 1.3 The Group implements training programs to equip its employees with the necessary knowledge and understanding of human rights principles throughout the business activities.

2. Scope

- 2.1 The Policy applies to the Group. Overseas subsidiaries may establish policies that are substantially consistent with the principles of the Policy and in accordance with applicable laws and regulations. In jurisdictions where local laws or regulations impose stricter rules than those set out in this Policy, the stricter rules shall prevail and such rules shall be incorporated in the policies (if any) of the relevant jurisdiction.
- 2.2 This Policy applies to all directors, employees (including full-time, part-time and contract staff) of the Group (collectively referred to as the “Employees”), and those engaged in business activities on behalf of the Group.
- 2.3 EcoCeres expects its customers, suppliers, contractors, and business partners to respect human rights and encourages their operations adhere to the Policy, as well as relevant international standards.

3. Roles and Responsibilities

- 3.1 This table provides an overview of the roles and responsibilities of the Policy.

Responsibility	Responsible Parties
Policy Oversight	The Board
Policy Owner	SVP, Human Resources EVP, Commercial

	EVP, Operation
Policy Preparer	Vice President, Human Resources Vice President, Feedstock Supply and Logistics General Manager, Manufacturing
Policy Endorser	Chief Executive Officer (CEO)
Execution of Policy	All business units

4. Our Commitment

- 4.1 EcoCeres is dedicated to upholding and supporting the human rights approach with globally recognized standards and principles. The Group acknowledge internationally recognized human and labour rights as outlined in:
- The United Nations Universal Declaration of Human Rights;
 - The United Nations Guiding Principles on Business and Human Rights; and
 - The Fundamental Conventions of the International Labour Organization.
- 4.2 EcoCeres respects the rights of indigenous people and recognizing the importance of protected areas for environmental conservation. The Group does not operate in protected areas designated for conservation purposes.
- 4.3 In addition, the Group expects compliance with applicable laws and/or equivalent human rights standards, as outlined in this Policy, to not only be within EcoCeres, but also those directly or indirectly employed in our supply chain to follow similar commitments.

5. Human Rights Principles

EcoCeres has set out the following principles including labour rights, anti-modern slavery, freedom of association, diversity, equity and inclusion, anti-discrimination and anti-harassment (Section 6 to 10 below), based on the global human rights standards, to establish a framework and set standards for a human rights-based approach, respecting the dignity and rights of individuals across all our business activities.

6. Labour Rights

- 6.1 The Group ensures fair employment to all our employees and requests our suppliers and contractors to also uphold the principle of fair employment. This includes the right to:
- Written contract, in a language that the employee can easily understand, setting out the terms and conditions of their employment;

- Competitive remuneration package that meets all legal and industry standards and is at least a living wage;
- Pension and insurance benefits;
- Leisure and rest time outside of working hours, taking into account the work-life balance.

6.2 The Group is committed to providing a safe and healthy working environment for all employees by adhering the highest occupational health and safety standards in location where it operates.

7. Anti-Modern Slavery

7.1 Child Labour and Forced Labour

The Group strictly prohibits and will not engage in or support any form of slavery, forced labour and child labour in any aspects of our business activities. Proactive measures are taken to address these risks within our operations and supply chains.

In the event that child labour or forced labour is discovered within the Group or our supply chain, EcoCeres will take immediate procedures to cease such practices or demand our supply chain to cease such practices.

7.2 Illegal Labour and Human Trafficking

The Group maintains zero tolerance for illegal labour and human trafficking in any aspects of our business activities. Proactive measures are taken to address these risks within our operations and supply chains.

8. Freedom of Association

The Group respects the right of freedom of association and collective bargaining for all employees. Where local laws and regulations require, employees may join labour unions or other worker representative organizations.

9. Diversity, Equity, and Inclusion

9.1 EcoCeres embraces the diversity of different individuals and actively promotes collaboration and teamwork. The Group is committed to creating an inclusive working environment where everyone feels valued, respected, and empowered to contribute their unique talents.

9.2 The Group treats all individuals with dignity and respect, regardless of their sex, pregnancy, family and marital status, race, color, ethnic origin, disability, religion, political views, age, citizenship, or any personal attributes.

10. Anti-Discrimination and Anti-Harassment

- 10.1 The Group has zero tolerance on any form of discrimination in workplace, not only to recruitment, but also to all decisions relating to training, promotion, continued employment and working conditions in general, as well as our relationship with customers, suppliers, contractors, business partners and third-party service providers, based on an individual's sex, pregnancy, family and marital status, race, colour, ethnic origin, disability, religion, political views, age, citizenship, or any personal attributes.
- 10.2 The Group is committed to maintaining a workplace free from harassment. Harassment refers to any unwelcome behaviours that are neither invited or reciprocated, such as humiliation, serious embarrassment, offense or intimidation, which are likely to create an uncomfortable working environment. The Group has zero tolerance on any form of harassment, including sexual harassment, disability harassment or racial harassment. All employees should be mindful not to engage in any potentially offensive behaviour.

11. Grievance Mechanism

EcoCeres takes all reports and concerns on human rights violation seriously. There is a grievance mechanism in place that allows individuals to report any noticed or suspected human rights concerns or violations.

EcoCeres' whistleblowing mechanism as outlined in the *Whistleblowing Policy* provides a confidential and secure channel for employees and other individuals to report any suspected, actual improprieties, or concerns related to any human rights related violation activities.