

## No Deforestation, No Development on Peatland, No Exploitation (NDPE) Policy Statement

HSJ is committed to meeting the highest sustainability standards throughout their supply chain. This includes a commitment to ensure no deforestation, no development of peatlands, and no exploitation within any of its operations and supply chains, as detailed in this Policy. HSJ will communicate transparently the implementation of this Policy.

HSJ will take appropriate action if deforestation or development of peatland has occurred in the supply chain, in violation of these commitments. And HSJ will provide for or cooperate in providing remediation where negative human rights impacts have been caused in the supply chain.

To ensure **No Deforestation**, HSJ commits to:

- Identify and protect forest<sup>1</sup> areas across all farms under HSJ's management, whether owned by HSJ or by third parties and ensure no deforestation has occurred since 1 January 2011.
- No development on legally protected and/or internationally recognized environmental areas.
- No burning for land preparation or pasture management.

To ensure **No Exploitation**, HSJ commits to:

- Respect the legal rights of all workers including contract, temporary and migrant workers, including their freedom of association and the right to collective bargaining.
- Operate in accordance with the Universal Declaration of Human Rights, the International Labour Organization's (ILO) core conventions, United Nations Guiding Principles on Business and Human Rights and the IFC Performance Standards on labour and working conditions (PS 2).
- Respect land tenure rights and the rights of indigenous people and local communities by following the Informed Consultation and Participation (ICP) or Free, Prior and Informed Consultation (FPIC) process.
- Conduct business in a fair and ethical manner, promote workforce diversity, prohibit any form of harassment, child labour and forced labour and operate an accessible grievance mechanism.
- Engage effectively and transparently with communities and support the inclusion of smallholders in the cattle supply chain and help them to comply with HSJ's standards.
- Taking appropriate action if exploitation has occurred in the supply chain, in violation of these commitments.

To ensure **No Development on Peatlands**, HSJ commits to:

- Identify and conserve any peatland<sup>2</sup> and ensure no development on peatland has occurred since 1 January 2011.
- No new planting on peatland.

HSJ commits to full compliance with this Policy for the operations under their direct management, and their long-term suppliers effective immediately. For short-term suppliers, HSJ will work towards full compliance by 1 January 2025, adopting a risk-based approach to compliance until then.

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<sup>1</sup> According to national forest definitions of land use and crown cover.

<sup>2</sup> Peatland is defined as soil with cumulative organic layer(s) comprising more than half of the upper 80 cm or 100 cm of the soil surface containing 35% or more of organic matter (35% or more Loss on Ignition) or 18% or more organic carbon.