



Human Rights Policy

Australian Vinegar is committed to positively contributing to Human Rights through its purpose, values, behaviours and responsible sourcing. Our Code of Conduct and associated policies, procedures and systems provide the guiding principles for the management of our business to operate with due care and in accordance with relevant laws and regulations. We recognise that we have a responsibility to have a positive impact on our stakeholders and the communities in which we operate.

Persons the Policy Applies to

This policy applies to:

- All Directors and Board Members of Australian Vinegar.
- All employees of Australian Vinegar.
- All persons or organisations working for Australian Vinegar under a contract or a consultancy agreement.

This policy also applies to visitors and other personnel present on Australian Vinegar premises, using our facilities or dealing with our employees or contractors.

Human Rights

Australian Vinegar cares about our impact on our colleagues and the communities in which we operate. We will

- Respect the diverse cultures and heritage of local communities.
- Recognise and respect the traditional owners of the lands on which we operate and their leader's past, present and emerging.
- Respect that all personnel have a right to fair pay and reasonable work conditions.
- Respect the right of freedom to associate with others.
- Respect the right of freedom of movement.
- Reject any form of slavery in our operations and supply chain, including but not limited to forced, bonded, or child labour.
- Promote inclusion and diversity and will not tolerate harassment (physical, verbal, sexual) or adverse discrimination.
- Undertake due diligence activities to identify, prevent and mitigate adverse human rights impacts.

Our Activities Will Respect

- The International Bill of Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights).
- The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association, the right to collective bargaining, the elimination of discrimination in respect of employment and occupation and the effective abolition of child labour).
- The ILO Indigenous and Tribal Peoples Convention 169 and the UN Declaration on the Rights of Indigenous Peoples.
- The UN Guiding Principles on Business and Human Rights.

At a minimum, we will comply with local and national laws and apply our own standard when they are more stringent. Where local, national laws or our standard are not consistent with international laws we encourage the implementation of the highest standard.

Implementation and Managing Human Rights Impacts

We recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships.

We understand that addressing Human Right Impacts is an ongoing process that requires attention throughout the course of doing business and we will manage these risks and impacts through due diligence, adherence to policies, acting on findings, reviewing our actions and communicating with our stake holders about how we address impacts.



CEO, Ian Henderson



Chairman of the Board, Ric Clark