Julius Meinl
Vienna 1862

HUMAN AND LABOUR RIGHTS POLICY

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Issue date: January 8, 2026
Next review date: January 2027

HUMAN AND LABOUR RIGHTS POLICY

I. COMMITMENT TO HUMAN & LABOUR RIGHTS

At Julius Meinl, we recognise that respecting and promoting human and labour rights is both a moral obligation and a business imperative. Our operations connect people across the globe, from employees to farmers, suppliers, and partners within our value chain. To understand where our greatest impacts and responsibilities lie, we conducted a Double Materiality Assessment (DMA) in 2023/24. The findings have shaped our strategic focus areas and help us ensure that our approach is both meaningful and effective in addressing the challenges most relevant to our stakeholders and our business.

Human and labour rights are therefore embedded into our long-term strategy. By defining clear focus areas, such as health and safety, fair remuneration, diversity and inclusion, and freedom of association, we align our commitments within our company and throughout our supply chains with the expectations of our stakeholders. This Human and Labour Rights Policy consolidates our approach, highlighting objectives and measurable targets that guide decision-making and everyday behaviour across our organisation and supply chains.

Our commitment is **guided by the international human and labour rights principles** encompassed in the UN's Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the Ten Principles of the United Nations Global Compact. Our Sustainability Policy, Code of Business Conduct and Supplier Code of Conduct bring these principles to life and define the expectations we hold for ourselves and our partners.

II. SCOPE AND COMPLIANCE

This Policy applies to Julius Meinl 1862 GmbH and all of the subsidiaries and their employees. While global policies such as this one, ensure consistency, local adaptations - like the employee handbook in our US office - help us meet specific regulatory needs.

The practices described in this Policy apply in particular to actions that affect Julius Meinl employees across the entire Group, ensuring that our people, regardless of location, are treated with fairness, dignity, and respect. We expect our employees and all individuals who work for us, or on our behalf, to respect the human rights of others, and to subscribe to and work to uphold our approach to human and labour rights as set out in this policy.

The Human Resources (HR) and Sustainability department are responsible for overseeing the implementation of this Policy within the company and providing necessary training on this policy to the employees. To ensure employee awareness and effective communication of this Policy and its measures we have these readily accessible on our intranet, MeinlConnect, and aim to conduct periodic global awareness campaigns. Guidance on a better understanding of this Policy can be sought from line managers or the global and local HR teams.

This Policy should be read in conjunction with the following frames and procedures, where applicable, including but not limited to:

- Code of Business Conduct
- Supplier Code of Conduct
- Sustainability Strategy
- Sustainable Green Coffee Policy
- Procurement Policy
- Work-from-Home Policy

Particularly our **Code of Business Conduct and Supplier Code of Conduct serve as key complementary frameworks** to this Policy, ensuring that our values are consistently reflected both within Julius Meinl and across our wider value chain.

The Code of Business Conduct applies to all Julius Meinl employees. It is signed by every employee upon joining the company and provides clear guidance on expected behaviour, both internally and in external interactions. The Code sets standards on topics such as corruption and bribery, political activities, compliance with competition law, and conflicts of interest. By doing so, it supports a healthy company culture based on integrity, transparency, and responsibility.

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Responsibility for implementation, awareness-raising, and monitoring of potential violations rests with our Global HR and Legal & Compliance departments. Employees are encouraged to seek guidance and report concerns through designated channels, with all reports treated seriously, confidentially, and followed by appropriate action. For more information see the Code itself.

The Supplier Code of Conduct, on the other hand, translates the values outlined in this Human & Labour Rights Policy into clear expectations for our suppliers and business partners. It requires them to uphold internationally recognised human and labour rights standards, including fair treatment of their employees, safe working conditions, and ethical business practices. By embedding these principles into our supplier relationships, we extend our commitment beyond our own operations and promote responsible business conduct throughout our value chain.

III. INTERNAL KEY FOCUS AREAS

The fundamental elements of our approach to human and labour rights are:

1. Occupational Health & Safety

At Julius Meinl, the health and safety of our employees are essential to how we operate. We strive to foster a work environment where people feel protected, empowered, and supported, both physically and mentally.

We comply fully with all applicable local health and safety laws and regulations across our subsidiaries worldwide. Building on this foundation, we have established a **robust Occupational Health and Safety (OHS) management system,** implemented across our production sites in Vicenza, Italy, and Vienna, Austria. All employees in our production plants receive guidance on equipment use, emergency protocols, and safe work practices. These are framed within the **ISO 45001** standard, which includes regular audits and the commitment to continuous improvement. Employees are actively involved through hazard reporting, regular feedback, and safety-related decision-making.

Beyond physical safety, we take a holistic view to ensure our employees can thrive. With strong leadership support, we set clear objectives, allocate resources, and nurture a safety-first culture.

Annual Performance and Development Plan reviews, along with regular check-ins throughout the year, are held to ensure workloads remain balanced and employees feel mentally and emotionally supported in their roles.

Targets

- We aim to further **minimise workplace health and safety incidents** and protect our employees' long-term health, striving for an annual **zero-incident goal.** We have identified key risk areas and have defined initial preventative measures, as listed below. In addition, we are exploring best practices and locally contextualized solutions that will further support progress toward this target.

› To support our commitment to maintaining safe and healthy workplaces, we will ensure that **both production sites remain ISO 45001 certified every year.**

› To reduce accident risks within our fleet, we will, by 2030, provide all employees with significant driving responsibilities with **road safety and defensive driving support.**

› To minimise injuries related to manual handling, we will implement measures that specifically **reduce the risk of accidents from lifting heavy items.**

› To promote long-term physical health among office-based employees, we will, by 2027, equip every office site with **ergonomic workplace guidelines** and awareness programmes. Building on the best-practice model of our Vienna office, where a doctor offers monthly consultations and annual ergonomic training, we will ensure staff receive regular guidance to prevent strain-related issues.

› To strengthen employees' mental well-being and contribute to a holistic approach to health and safety, we will integrate **stress-management support** into office environments, including training sessions, counselling opportunities, and access to dedicated resources.

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2. Remuneration, Working Hours and Social Benefits

At Julius Meinl, fair working conditions form the foundation of our winning culture, enabling performance, development and empowering employees to grow and make an impact.

Fair remuneration and decent working conditions are essential to our labour practices. Therefore, we commit to compliance with the laws of the jurisdictions in which we operate regarding wages, working hours, rest periods and overtime regulation. We ensure all employees are paid at least in line with national minimum wage standards or according to industry standards (whichever is higher) and on a regular schedule.

We are committed to the principle of **equal pay for equal performance** and ensure that individual compensation reflects performance in a fair and transparent manner. To enable greater transparency and equity across functions and markets we have aligned our payment brackets with the **Mercer Grade system.** The Mercer system provides a globally recognised framework for evaluating roles based on factors such as responsibilities, required skills, and business impact. By using this structured methodology, we ensure that compensation decisions are based on objective criteria rather than subjective judgement, supporting a more **equitable and predictable pay structure.**

In line the requirements of the current European Sustainability Reporting Standards, we monitor and disclose our **gender pay gap,** which stood at 1.66% in 2024. While this already reflects a strong level of pay equity, we aim to further enhance the accuracy of our calculation methodology and refine our employee structure to ensure that gender pay gaps can be identified and addressed within the same pay grade.

Transparent recruitment processes and clear contracts form the foundation of a fair and respectful working relationship. We ensure all contracts are precise in outlining working hours, overtime compensation, and social benefits. We have zero tolerance for any form of modern slavery, forced or child labour or human trafficking taking place resulting from our business processes.

We comply with the laws of the jurisdictions in which we operate regarding maternity, paternity, and parental leave, carers' leave, and social protection. To support our employees in balancing professional and private responsibilities, our globally applicable **Work-from-Home Policy** allows employees to work remotely for a maximum of two days per working week, providing flexibility while ensuring collaboration and team cohesion.

Targets

- Our target is to **maintain the gender pay gap within a range of ± 2% from the 2024 baseline** and to take corrective measures if imbalances arise. By 2027, we will refine our gender pay gap calculations to define subgroups among our employees, ensuring that the results of our gender gap analysis are meaningful and can effectively inform targeted actions.

- We recognise that shared parental responsibilities are vital for family well-being and gender equality in the workplace. To support this, we aim to **facilitate paternity leave** for eligible fathers, ensuring they can take leave without financial disadvantage. Uptake will be monitored annually, and we will continue to provide information, leadership support, and a workplace culture that encourages and normalises paternity leave across all locations.

3. Freedom of Association and Collective Bargaining

We recognise that direct consultation between employees and leadership builds trust and contributes to long-term business success. For us at Julius Meinl, this means ensuring that workers across all levels and locations can voice their concerns, organise collectively, and engage in structured dialogue without fear of intimidation or discrimination.

4. Skills Development and our Winning Culture

A skilled, motivated, and future-ready workforce is essential to foster a winning culture and deliver strong business results. We are committed to continuous learning opportunities that enable employees to grow personally and professionally. By investing in skills development, we foster loyalty, innovation, and operational excellence while ensuring that our workforce remains adaptable to new technologies, sustainability practices, and market demands.

This vision is encapsulated in our **target culture, "Together We Grow,"** which serves as the cornerstone for the Julius Meinl Group's long-term success and guides our teamwork and growth. Our culture story "Together We Grow" consists of nine values. We track progress in how these values are lived throughout the Group through a traffic light system supported by key performance indicators, measured in our bi-annual employee survey.

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Targets

- By 2026, 100% of Julius Meinl employees will take part in regular performance and development conversations to **support individual growth and long-term success,** with an interim goal of 80% in 2025.
- To **drive skills development across our employees,** we aim to have an average of 16 hours of training per employee by 2025 and increase this to an average of 24 hours per employee until 2030.
- To **achieve a true winning culture,** we aim to have a **Gallup Engagement Score** of more than 4 (of a maximum score of 5) by 2027, compared to our baseline of 3.89 in 2024. In addition, we are aiming for all nine values of our culture story to reach a 'green' status by 2027, reflecting full alignment across the organisation.

5. Diversity, Equity and Inclusion

Diversity, inclusion, and equity are integral to our identity as a global coffee roaster. Our products and services reach people from across the world from different cultural backgrounds, religions, gender and sexual orientation, and we strive to reflect that diversity in our own workforce. These values shape our culture and how we work together and are brought to life through our culture story which champions inclusive leadership and equal opportunity for all, regardless of age, ethnicity, religion, gender identity, sexual orientation, disability, or background.

We subscribe to **equal employment opportunity principles** and are intolerant of discrimination and harassment. We work to establish and maintain **workplaces that are free from discrimination or harassment** based on gender, gender identity, physical appearance, pregnancy, age, race, colour, ethnicity, national or social origin, religious or political conviction, sexual preference, marital status, disability, or other status protected by applicable law.

In recruitment, we apply a clear practice: where equally qualified candidates apply for the same role, we consider the gender balance and overall diversity of the respective team and prioritise the candidate who helps us move towards a more balanced and inclusive workplace.

We believe that all individuals should be treated, and treat each other, with dignity and respect. We do not tolerate inappropriate or disrespectful behaviour, unfair treatment or retaliation of any kind in, or related to, our workplaces.

Our Code of Business Conduct reinforces this commitment by clearly prohibiting discrimination, harassment, or violence.

Targets

- In 2025, women made up around 40% of our top management positions (Mercer grades A-D out of grades within the company from A-I) globally, though distribution varies across subsidiaries. By 2030, in all countries where there are three or more top management positions, we aim for at least 33% to be held by women. Globally, we aim to remain at least at 40% of **female representation in management positions** each year.

6. Communities

We recognise that we are part of the communities in which we operate. We seek to respect the human rights of the communities and our neighbours in those areas where we have operations and workplaces.

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IV. REPORTING AND GRIEVANCE MECHANISMS

Our **Integrity Line** serves as a **reporting system to raise concerns** about actual or suspected misconduct in relation to operations of Julius Meinl and our suppliers. The reporting system can be used to report breaches of our Human and Labour Rights Policy or violations of the jurisdictions in which we operate. Reports can be made anonymously and are treated as strictly confidential. We ensure that there are no negative repercussions for the reporting person if they decide to reveal their identity.

In addition, every employee has an assigned HR Business Partner who can be contacted for guidance or to report and incidents or concerns regarding the company, policy compliance and processes, or any other work-environment related issue.

V. MONITORING, REPORTING, AND CONTINUOUS IMPROVEMENT

We publicly disclose our human and labour rights impacts on an annual basis and in alignment with the European Sustainability Reporting Standards in our **sustainability report**. This includes amongst others metrics on gender diversity across our teams and functions, the status of our gender payment gap, social protection and collective bargaining coverage and reported incidents and complaints through our whistleblowing system. The report covers identified impacts and risks as well as the preventative and remedial measures we implement as part of our due diligence process. The latest sustainability report with the respective metrics is available **here.**

Continuous improvement is embedded into all operational and sourcing practices, supported by regular training and capacity building throughout our global organisation.

VI. GOVERNANCE, ROLES AND CONTACT INFORMATION

The implementation of this Policy and the monitoring of its measures as well as the regular updating of this Policy are overseen by our Vice President People & Culture and Global Sustainability Director, both reporting directly to the CEO of Julius Meinl 1862 GmbH.

Approved by:

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Julius Meinl 1862 GmbH

Carina Needham, Global Sustainability Director
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