



**Stonegate Farmers Limited**  
**Human Rights**  
**Policy Statement**

Stonegate's human rights policy elaborates on the requirement within our code of conduct to treat everyone at Stonegate - and everyone with whom we come into contact - with fairness, respect and dignity

This policy applies to every employee and officer in Stonegate wholly-owned entities, and in joint ventures to the extent possible and reasonable given the level of participation. It contains the following seven commitments:

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's declaration on Fundamental Principles and Rights at Work.
- We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights.
- We treat everyone who works for Stonegate fairly and without discrimination. Our employees, agency staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect freedom of association. Where our employees wish to be represented by trade unions or works councils, we will cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.
- We respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.
- We will seek to make contractual commitments with suppliers that encourage them to adhere to the same principles.

Adrian Gott  
Chief Executive Officer  
March 2018