SHALIMAR FRESH
GROWING VALUE

HUMAN RIGHTS AND ENVIRONMENTAL DUE DILLIGENCE (HREDD) POLICY DECLARATION

Commitment:

SHALIMAR FRESH LIMITED is committed to respecting Human Rights and the Environmental sustainability. Respect for Human Rights and protection of Environment is fundamental to the sustainability of SHALIMAR FRESH LIMITED operations and the communities in which we operate within, and we will therefore conduct due diligence to enhance compliance.

We undertake continuous human rights and environmental due diligence to identify, prevent, mitigate, and where necessary, remediate adverse impacts connected to our operations, products, or services. This Policy establishes the framework through which we embed responsible sourcing and sustainable production practices, ensuring that our products meet high standards of quality while avoiding harm to people and the planet.

This HREDD policy declaration has been developed in alignment with national and internationally recognized human rights, labour rights and environmental rights which includes but not limited to:

- *Chapter 4 part 2 and 3 and Chapter 5 of Kenyan Constitution*
- *The International Bill of Human Rights and the ILO Conventions' Declarations on Fundamental Principles and Rights at Work*
- *UN Resolution (48/13)5 on the human right to a clean, healthy and sustainable environment.*
- *UN Guiding Principles on Business and Human Rights (UNGPs)*
- *OECD Guidelines for Multinational Enterprises (OECD Guidelines)*
- *Voluntary Standards such as Fairtrade, ETI-SMETA, GRASP and other Human Rights and Environmental based standards.*

Due diligence action:

As part of our commitments and with the adoption of this HREDD policy, SHALIMAR FRESH LIMITED applies a structured and ongoing due diligence process consistent with the UNGPs and OECD Due Diligence Guidance. Our due diligence consists of the following core steps:

1. **Commit** – Establish and embed strong policies, governance, and accountability mechanisms.

2. **Identify** – Assess potential and actual human rights and environmental impacts across our operations and supply chains.

3. **Address and Remediate** – Prevent, mitigate, and remedy adverse impacts, including through corrective action with suppliers and stakeholders.

4. **Track Progress** – Monitor the effectiveness of actions taken and adjust practices as needed.

5. **Communicate** – Communicate our due diligence efforts transparently to stakeholders.

We will act to prevent and mitigate adverse impacts directly caused by our operations, and we will use our leverage to address impacts that are linked to our business relationships. Where harm has occurred, we commit to providing or cooperating in legitimate remediation processes.

Policies and procedures relevant to implementation of our commitment to HREDD shall be aligned and continuously reviewed and updated to proactively identify, address and respond to any eventuality of unfavorable Human Rights and Environment impacts. These policies are: -

- *Ethical Trading Policy*
- *Human Rights Policy*
- *Freely Chosen Employment, Forced Labour and Equal opportunity policy*
- *Modern Slavery*
- *Non-discrimination policy*
- *Freedom of Association and Collective bargaining policy*
- *Gender and Women empowerment and protection policy*
- *Grievance handling policy & procedure,*
- *Protection of Pregnant and nursing women*
- *Child labour and Child protection policy*
- *Health and Safety Policy*
- *Wages and Benefits policy*
- *Working hours and Overtime policy*
- *Sexual Harassment Policy*
- *Data protection policy*
- *Land Rights Policy*
- *Environmental Protection Policy*

Scope & Implementation

This Policy applies to:

- ✓ *All Shalimar Fresh Limited operations and facilities*
- ✓ *All employees, contractors, visitors, suppliers, and service providers*
- ✓ *All business partners within our value chain*

Compliance with this Policy is a condition for doing business with SHALIMAR FRESH LIMITED.

We will disseminate this Policy internally and externally and will communicate it to employees, suppliers, subcontractors, and other relevant stakeholders to ensure broad awareness and implementation.

Signed: _____ **Date:** 01/12/2025

Andrew Hardy,
Managing Director.