

Nedspice Group Sustainable Procurement Policy

Nedspice Group companies believe in the supply of safe and wholesome products, that have been sourced and procured in a sustainable way that protects biodiversity, prevents deforestation and land conversion, respects human rights and is fully transparent.

Nedspice efforts in this regard are formulated in Nedspice Sustainable Spicing framework, which helps us to structure our activities through three main categories: Environment, Social Responsibility and Quality. The framework aligns with the Sustainable Development Goals (SDG) as defined by the United Nations in 2005. Our activities are developed with the aim to contribute to the achievement of these goals.

Nedspice Farmers Partnership Programme (NFPP) is our biggest contributor to a more sustainable spice industry. Through NFPP, we encourage farmers to make their cultivation practices more environmentally, economically, and socially sustainable.

We strive to achieve these goals by focusing on the following areas:

- **No deforestation, with specific focus on high-conservation-value areas. No redevelopment of high-carbon stock forests.**
- **No burning of land.**
- **Progressive reductions of greenhouse gas emissions on existing plantations, by optimizing the use of agricultural inputs.**
- **Implementing best management practices for existing plantations.**
- **For new plantations, good agricultural practices are promoted, and special attention is given to the prevention of deforestation.**
- **Biodiversity is promoted using set-aside land on farms.**
- **The impact on the climate of our farming and processing is respected by monitoring our CO² footprint.**
- **Respecting the rights of all workers, including contract, temporary and migrant workers, and workers of all genders.**
- **The elimination of discrimination and all forms of illegal, abusive, forced or child labor, the promotion of equal rights, the freedom of association and effective recognition of the right to collectively bargain, as per ILO Core Conventions.**
- **We operate in accordance with local laws, should these fail to protect the objectives of this policy, we adhere to this policy and Nedspice Business Principles.**
- **We respect the privacy of individual farmers and landowners.**
- **Include smallholder farmers into our supply chains.**
- **We improve farmer livelihood's by reducing their agricultural input costs and by paying a quality premium over and above the market price.**
- **Resolving all complaints and conflicts through an open, transparent, and consultative process.**

Signed:
Clemenson



Position: Director - Quality & Sustainability
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Name: S D

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