

Bonduelle

Human Rights Policy

Editorial Departments	Legal, Human Resources and Impact departments
Reviewer	Global Impact Director Chief Strategy, Brands and Impact Officer Group Legal Director HR Director
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Policy mindset

Bonduelle considers respect for human rights a key commitment, grounded in its values, ethics, transparency, and applicable regulations. The Group relies on a public policy that provides a framework to prevent, mitigate, and remediate potential impacts on human rights within its operations and value chain.

The policy outlines the scope, reference frameworks, and commitments to human rights, including the assessment of our negative impacts and our commitment to address them.

Group Commitments

1. Purpose and vision

At Bonduelle, respect for human rights is a fundamental commitment, aligned with our values and our mission. The Bonduelle Group operates based on principles of ethics, responsibility, and transparency in the conduct of its activities.

Bonduelle has formalized a Human Rights Policy, accessible to all its stakeholders. It serves as both an internal and external reference framework to prevent, mitigate, and remediate potential human rights impacts related to the Group's operations and its value chain.

2. International reference frameworks

The Bonduelle Human Rights Policy is based on the main international standards, in particular:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs);
- The Universal Declaration of Human Rights (UDHR);
- The fundamental conventions of the International Labour Organization (ILO).

Where Group activities may involve interactions with indigenous peoples, Bonduelle ensures that the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is taken into account.

3. Scope of application

The Human Rights Policy applies to the entire value chain, internationally, to all individuals and communities impacted by and/or involved in its activities, as well as to all Bonduelle Group employees.

More specifically, it covers:

- Supply chain workers, agricultural partners, and suppliers;
- Group employees (permanent staff, seasonal workers, interns, etc.);
- Local communities;
- Customers and business partners;
- Consumers;
- Indigenous peoples, where applicable.

4. Our commitments

In line with international standards, Bonduelle structures its approach around three complementary commitments: respect, assess, and remediate.

The Bonduelle Group is committed to respecting all internationally recognized human rights in its practices, decisions, and business relationships, throughout its value chain.

✓ **Our commitments towards our employees**

Bonduelle is committed to providing a safe, healthy, and respectful working environment.

The company places particular emphasis on the health, safety, and physical and mental well-being of its employees. All employees are made aware of and are required to comply with the rules defined by Bonduelle, particularly in relation to hygiene, health, and safety at work.

Health and safety, social protection, and well-being at work are addressed through dedicated policies, which include defined performance indicators:

- Occupational Health and Safety Policy
- Quality of Life and Working Conditions Policy

These policies are detailed in our annual Sustainability Report: [Bonduelle_Rapport de responsabilité sociétale_24-25_EN](#)

Our company is also committed to creating, promoting, and maintaining a diverse, equitable, and inclusive working environment, where every individual is respected, valued, and able to fully express their potential. We consider diversity of backgrounds, identities, perspectives, and experiences as key drivers of sustainable performance, innovation, and social responsibility.

Finally, Bonduelle condemns any form of harassment, violence, or infringement of dignity, and strives to foster a working environment based on respect, trust, and professionalism.

✓ **Our commitments within our supply chain**

Bonduelle expects its suppliers, subcontractors, and business partners to respect human rights, fundamental freedoms, and applicable international standards, and to promote responsible practices within their own value chains, where relevant. To guarantee it, Bonduelle deployed a

common supplier and partner assessment procedure, carried out physical audits on suppliers and partners, or included a contractual clause dedicated to business ethics.

The Bonduelle Group has formalized commitments to prevent, mitigate, and remediate potential negative impacts related to non-compliant labor practices with international standards, applicable regulations and/or Bonduelle's internal requirements, particularly with regard to forced labour and child labour. Issues relating to value chain workers are addressed through a dedicated policy (Workers' Rights Policy), also described in our annual Sustainability Report: [Bonduelle_Rapport de responsabilité sociétale_24-25_EN](#)

✓ **Our commitments towards our customers and consumers**

Respecting the human rights of our customers and consumers is essential, particularly with regard to product safety and the potential impact on consumers' right to health. We are committed to ensuring safe food products and have developed a range of commitments and actions related to food safety.

The company also integrates customer and consumer expectations for balanced, high-quality nutrition into its strategy. Recipe optimization to improve nutritional profiles and the removal of controversial additives are key initiatives contributing to the development of healthy, high-quality, plant-rich food products.

Communication shapes expectations, trust, and food choices. Bonduelle ensures that its communications reflect accuracy, responsibility, and transparency in its actions. We are committed to communicating in a fair, responsible, and truthful manner, in compliance with applicable regulations.

Finally, wherever the Group operates, customers and consumers can share their feedback through multiple channels (Bonduelle website, postal address, email, telephone helpline, and social media platforms).

✓ **Our commitment to assessing potential adverse human rights impacts**

Bonduelle implements an approach aimed at identifying, assessing, and prioritizing potential risks, impacts, and opportunities related to human rights across all its activities and its value chain. This approach is designed to prevent human rights violations and to guide the Group's risk management actions. It is based on a periodic review of material issues, conducted in alignment with the Group's risk mapping.

Bonduelle maintains a strong risk awareness culture, including risks of serious violations of human rights and fundamental freedoms, as well as risks affecting health, safety, and the environment, as covered by the French Law No. 2017-399 of March 27, 2017 on the duty of vigilance of parent companies and ordering companies.

This assessment is carried out using a risk-based approach focused on impacts on individuals and communities, considering both potential and actual impacts, to identify the most salient human rights issues.

✓ **Our commitment to remediating adverse impacts caused by or contributed to by Bonduelle**

Where Bonduelle identifies an adverse human rights impact that it has caused, to which it has contributed, or to which it is directly linked, the Group is committed to implementing appropriate and proportionate corrective measures.

Bonduelle provides reporting mechanisms accessible to its employees and stakeholders, enabling them to securely report any concern. The whistleblowing system allows all stakeholders to raise alerts in a confidential and anonymous manner.

External stakeholders are informed of the objectives of this policy and of Bonduelle's business ethics principles through:

- the Group's Code of Ethics, which is accessible to all via the Bonduelle website [Our ethical and anti-corruption approach | Bonduelle Group](#);
- standard contractual clauses that define prohibited practices in terms of business ethics, including child labour and forced labour.

In the event of non-compliance with these clauses, Bonduelle reserves the right to terminate the contractual relationship with the stakeholder concerned.

5. Governance, approval and review

The Bonduelle Group Human Rights Policy has been overseen and approved by the Global Executive Leadership Team.

The Bonduelle Group, with the support of its relevant governance bodies, is committed to ensuring effective implementation of this policy.

This policy is subject to ongoing monitoring and is reviewed on an annual basis.

6. Publication and communication

This Policy is public and accessible to stakeholders on the Bonduelle website (<http://www.bonduelle.com>).

It serves as a reference framework; related policies and operational documents (e.g., the Corporate Social Responsibility Report including material impacts, risks and opportunities, the Vigilance Plan, and the Code of Ethics) may provide additional detail on the measures implemented.