

COMMITMENT TO HUMAN RIGHTS, ENVIRONMENTAL SUSTAINABILITY & JUSTICE, EQUITY, DIVERSITY & INCLUSION

OUR COMMITMENT

At Equifruit, we believe business should be a force for positive change. We use grower-focused, sustainable supply chains to build the Equifruit brand as a vehicle to transform the banana industry. We believe the banana trade should create value with producers, not at their expense, and that commercial success should go hand in hand with positive social and environmental impact.

Creating lasting impact requires courage—the courage to challenge conventional business practices, advocate for producers, and build a more equitable and sustainable banana industry. Our commitment to human rights, environmental sustainability, and Justice, Equity, Diversity and Inclusion (JEDI) reflects the values that have guided Equifruit since the beginning.

JUSTICE, EQUITY, DIVERSITY & INCLUSION

Compassion is one of Equifruit's core values. We believe every person deserves dignity, respect, and fair treatment, regardless of their role, size, status, or power. We are committed to operating in a just, equitable, diverse, and inclusive manner across our workplace, supply chains, customer and business relationships, and the communities connected to our business.

HUMAN RIGHTS & ENVIRONMENTAL RESPONSIBILITY

Equifruit is committed to respecting internationally recognized human rights and the environment throughout our operations and business relationships. This includes the rights contained in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the right to a clean, healthy, and sustainable environment.

We conduct human rights and environmental due diligence in line with the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, and the Fairtrade Trader Standard.

DUE DILIGENCE & REMEDIATION

As agents of change, we recognize that meaningful impact requires more than good intentions. We are committed to identifying, preventing, mitigating, tracking, and communicating adverse human rights and environmental impacts linked to our operations and business relationships.

Where we cause or contribute to harm, we will support effective remediation and corrective action. We also recognize that discrimination, exclusion, harassment, and inequitable treatment require timely attention, accountability, and action.

SUPPORTING VULNERABLE STAKEHOLDERS

The banana industry continues to face significant human rights and environmental risks, including low incomes and wages, unsafe working conditions, discrimination, restrictions on workers' rights, and the impacts of climate change and biodiversity loss.

We recognize that some stakeholders connected to our business face systemic barriers or unequal power dynamics that can limit their ability to influence decisions, raise concerns, or access opportunities. We are committed to listening carefully to these stakeholders and ensuring their perspectives inform our policies, decisions, and actions.

As a producer-focused company, we pay particular attention to the needs and perspectives of small farmers, farm workers, women, migrant workers, Indigenous peoples where applicable, and other vulnerable or historically excluded groups affected by our business.

RESPONSIBLE PURCHASING PRACTICES

We recognize that purchasing decisions can either create or reduce risk. Pricing, forecasting, contract stability, and buying practices directly affect the ability of producers and suppliers to respect human rights, advance equity, and protect the environment. We therefore strive to build long-term, transparent, and collaborative commercial relationships that prevent harm rather than shifting commercial risk onto producers and workers.

INTERNAL POLICIES & WORKPLACE COMMITMENTS

Our values begin in our workplace. As a Fairtrade-certified organization, we have policies and processes that support these commitments, including our Code of Ethics and Conduct, employment equity and fair treatment practices, health and safety measures, anti-harassment and anti-discrimination policies, confidentiality and data protection measures, and employee training and development processes.

Within our own organization, we are committed to maintaining a workplace grounded in dignity, fairness, respect, accessibility, accountability, and open communication. We do not tolerate harassment, discrimination, intimidation, exclusion, or violence.

COLLABORATION & CONTINUOUS IMPROVEMENT

Meaningful change is only possible through collaboration. We will engage with suppliers, producer partners, workers, customers, Fairtrade organizations, civil society organizations, and other stakeholders to better understand risks, inequities, and barriers, and to identify practical ways to prevent and address harm.

We use data and stakeholder feedback to guide our priorities, measure progress, and continuously strengthen our approach.

GOVERNANCE & ACCOUNTABILITY

Oversight of this commitment rests with Equifruit's President, supported by the management team and relevant internal functions. Leadership is responsible for ensuring these commitments are reflected across our operations, workplace, supplier and customer relationships, and the communities connected to our business.

AWARENESS & PUBLIC COMMUNICATION

We will continue raising awareness of human rights, environmental sustainability, and JEDI among our employees, business partners, customers, and other stakeholders. We will integrate these commitments into our policies, procedures, purchasing practices, and day-to-day management systems, and communicate our priorities and progress publicly over time.

Approved by: Jennie Coleman, President **Location:** Montreal, Canada **Date:** 27 July 2026