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# GLOBAL HUMAN RIGHTS POLICY

## 1. Introduction

Natarara is a leading global manufacturer of specialty aroma chemicals & natural extracts for the flavour & fragrance industry. Our company values define who we are and how we behave every day. These values align with the [Universal Declaration of Human Rights](#), [UN Guiding Principles on Business and Human Rights](#), and the [Ten Principles of the UN Global Compact](#). They reflect our dedication to upholding the highest level of integrity and dignity. We follow all local and national laws that protect human rights and respect for human rights is the foundation of our relationship with our workforce and external partners.

## 2. Our Workforce

At Natarara, our mission and success are powered by our greatest asset — our people. Our workplace and workforce practices are designed to help employees do the best work of their lives while caring for themselves and their families. Fair pay practices and having a work environment that is safe, ethical and inclusive are human rights and something every company should strive to provide. Intuit is committed to doing so for our employees.

Our compensation philosophy rewards employees for their performance and contribution to our success. We always comply with, and often exceed, local statutory minimum entitlements. As part of our commitment to equal pay for equal work, we perform ongoing pay equity analysis and are transparent about our pay equity results.

Our total rewards package for our employees includes world class benefits that promote physical, emotional and financial well-being. We also recognize the importance of disconnecting from work, and encourage employees to take time off to rest and recharge. Our employees are entitled to generous paid vacation and holidays.

By following our Code of Conduct & Ethics and living our values, we strive to foster an ethical and inclusive work environment. We will teach and regularly remind our employees about our code and related policies, setting the expectation that we all have to hold ourselves and each other accountable. Employees are encouraged to speak up if they see or hear something that doesn't feel right, or when there may have been conduct outside of our code, values, or policies.

We use voluntary labour only and oppose all forms of forced labour, unlawful child labour, prison labour, and human trafficking.

## 3. Respect for Human Dignity

We acknowledge the inherent dignity of every person and dedicated to fostering an inclusive, supportive, and safe environment free from discrimination, harassment, or any form of abuse. We treat everyone with fairness, empathy, and respect, irrespective of race, colour, ethnicity, nationality, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law.

## 4. Continuous Improvement and Accountability

We are dedicated to continually assessing and improving our practices related to human rights. We encourage open communication and reporting mechanisms to address any concerns or violations promptly. We hold ourselves accountable for the implementation and effectiveness of this policy.

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## 5. Conclusion

At Natarara, we believe that upholding human rights is integral to our business' success and sustainability. We encourage all employees, partners and stakeholders to embrace and support this commitment.

This Human Rights Policy reflects our dedication to respecting and promoting human rights and we will regularly review and update it to ensure its continued relevance and effectiveness.

## 6. Revision History

| Version No. | Author   | Revision History Summary |
|-------------|----------|--------------------------|
| 01          | Lu Bowen | Natarara first edition.  |
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