

PANGAIA

Human Rights Policy





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PANGAIA is committed to respecting human rights for all people across our value chain, from those who make our products to those who purchase them, our employees, and the wider communities around us. We recognise the rights of every individual and their needs as defined within the UN Declaration of Human Rights and our responsibilities under the UN Guiding Principles on Business and Human Rights.

This policy aims to highlight our commitment to universal human rights and enacts the minimum standard that applies to our business and all PANGAIA partners - vendors, suppliers, agents, distributors, factories, mills, processing facilities, farms and any associated subcontractors, subsidiaries and other suppliers who contribute to PANGAIA's products (henceforth referred to in this policy as 'Suppliers') must meet. All Suppliers shall uphold this policy, or have a similar policy of their own, and are responsible for disseminating the policy to their suppliers and any approved subcontractors to ensure that these principles are adhered to.

Our Commitment

At PANGAIA we are committed to complying with all national and international laws that uphold and promote human rights. Where national law conflicts with human rights norms, PANGAIA strives to apply the standard which offers the highest protection of human rights. We commit to act ethically and with integrity in all our business operations.

We support dignified work and the individual and collective wellbeing of our employees, workers in our supply chain, the communities where we operate, those affected by our operations, and our customers. We do not condone, nor will we tolerate abuse of human rights within any part of our business or supply chain, and we take seriously any allegation that human rights have not been respected.

We support all persons right to a safe, clean, healthy and sustainable environment, including the rights to life, health, food, water and sanitation.

For PANGAIA employees, we commit to creating a work environment in which employee's human rights are respected and we have put practices into place that respect the rights and wellbeing of our employees in all locations throughout all operations.

We shall conduct human rights due diligence across our value chain including but not limited to; new markets, suppliers and materials. We will also work to integrate human rights considerations into our operations and business relationships through governance and processes. We are committed to working with our suppliers and partners to understand the potential and actual adverse human rights risks, acting with care to avoid infringing the rights of others, and addressing any adverse impacts of our global operations.

We recognise our responsibility to the communities throughout our value chain including where we source raw materials, ingredients, and manufacture products. This includes respecting Indigenous Peoples, land rights, and engaging with local communities and grassroot organisations.

PANGAIA supports human rights and environmental defenders and will not tolerate threats, intimidation, or violence against those exercising their right to freedom of assembly and expression including the right to peacefully protest.

We aim to accelerate change by collaborating with other organisations, businesses and suppliers to inform our approach, share our experiences, encourage collective effort to help address root causes and influence positive change.



Supply Chain Responsibilities

Suppliers are required to comply with national and international law in addition to PANGAIA's Code of Conduct which details specific human and labour rights as well as environmental standards and expectations of fair and ethical business practices.

Suppliers should understand their human rights impact and respect the rights of all individuals touched by their business, including respect for their direct employees as well as their local community.

Suppliers must recognise and safeguard the rights of indigenous peoples and local communities to land and natural resources, with particular attention to marginalised groups, such as women, tribal populations and ethnic minorities. Where applicable they should uphold the principle of Free, Prior and Informed Consent and maintain positive community relations and contribute to local economic development.

We recognise the critical role suppliers play in achieving more responsible supply chains and helping us source responsibly. Suppliers must ensure they are transparent, remedy any shortcomings, and drive continuous improvement.

Remediation & Improvement

We recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved, whether directly or indirectly, through our own activities or our business relationships. We manage these risks by integrating the pertinent responses to our due diligence into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

PANGAIA is committed to building awareness and knowledge of human rights and encouraging both employees and Suppliers to freely raise any concern, without retaliation. For PANGAIA employees we have an internal grievance process outlined to all employees in their onboarding and can be found in the Employee Handbook. We recognise the importance of the provision of effective remedy through Supplier based grievance mechanism. Any Supplier, worker or external party can raise a concern or complaint to PANGAIA directly via impact@thepangaia.com. Our approach and response to grievances is evolving, and we are committed to promoting channels through which individuals or communities can raise concerns or complaints.

Definitions

Human Rights Due Diligence

A process of identifying and acting upon the actual and potential adverse risks and any impacts. PANGAIA uses the OECD Due Diligence Guidance to advise our work.

Indigenous Peoples

Indigenous Peoples are distinct social and cultural groups that share collective ancestral ties to the lands and natural resources where they live, occupy or from which they have been displaced. These rights are enshrined in the UN Declaration on the Rights of Indigenous Peoples.

Grassroot organisations

Grassroots organizations are primarily made up of civilians advocating a cause to spur change at local, national, or international levels.

Human rights defenders

People who, individually or with others, act to promote or protect human rights in a peaceful manner (definition from the UN High Commission on Human Rights).



Environmental defenders

Individuals and groups who, in their personal or professional capacity and in a peaceful manner, strive to protect and promote human rights relating to the environment, including water, air, land, flora and fauna (definition from the UN Environment Programme).

Free, Prior and Informed Consent (FPIC)

A specific right that pertains to indigenous peoples and is recognised in the UN Declaration on the Rights of Indigenous Peoples. It allows them to give or withhold consent to a project that may affect them or their territories. Consent can be withdrawn at any stage. FPIC enables them to negotiate the conditions under which the project will be designed, implemented, monitored, and evaluated.