

Missirian Group Human Rights Policy

Commitment to respect human rights

Missirian Group is comprised of enterprises in the tobacco sector, each of which has potential human rights impacts on rightsholders.

Missirian Group is committed to respecting human rights across its operations as expressed in the International Bill of Human Rights and the principles concerning fundamental rights in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Missirian Group also commits to the United Nations Guiding Principles on Business and Human Rights.

Missirian Group Human Rights Policy is also aligned with the efforts of the United Nations Sustainable Development Goals (**SDG3** - Ensure healthy lives and promote well-being for all at all ages, **SDG8** - Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all, **SDG10** - Reduce inequality within and among countries, **SDG16** - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels).

Human Rights Policy complements group's Code of Conduct and both documents describe how the company operates on day-to-day basis.

All those who work within the Missirian Group companies and Members of the Board abide to this Policy. In addition, Missirian Group anticipates compliance from suppliers and business partners. Where immediate control is not applicable, Missirian Group seeks to exercise leverage to promote compliance with this Policy.

Missirian Group adheres to all germane laws and regulations to all countries it operates. Where national law and international human rights standards differ, the higher standard is followed.

Commitment to the process of human rights due diligence

In line with the United Nations Guiding Principles on Business and Human Rights, human rights due diligence is an integrated part of Missirian Group's business processes to identify and assess actual and potential human rights risks. Missirian Group will act upon the findings of this process to prevent or mitigate adverse human rights impacts and respond appropriately and effectively.

Missirian Group implements programs addressing human rights concerns, including the following:

- Employee policies and standards promote responsible labour practices, such as non-discrimination and a safe working environment. Missirian Group seeks constructive relations with trade unions and supports the freedom of association and the right to collective bargaining.
- Grievance mechanisms have been established to address potential concerns from rightsholders
- Programs in tobacco growing communities where the group operates have been initiated, which aim to address child labour and workers' rights issues and promote good agricultural labour practices

Missirian Group is committed to engage with relevant stakeholders to comprehend and address human rights impacts linked to our business from the perspective of those affected.

Missirian Group is committed to communicate this Policy widely. In addition, the appropriate people throughout group's business operations receive training so that they possess the knowledge to effectively promote respect for human rights.

Implementing these criteria is a continuous process. This Policy is the first step towards the commitment in hand. Practices will be adjusted and updated as we progress onwards.