



# Missirian Group Human Rights Policy

## Our commitment to respect Human Rights

Missirian Group—comprising enterprises in the tobacco sector—recognizes that our activities and value chain can affect a wide range of rightsholders, especially farm workers, local communities, and vulnerable groups.

We commit to respect **all internationally recognized human rights** as expressed in the **International Bill of Human Rights** (UDHR, ICCPR, ICESCR) and to uphold the **ILO Declaration on Fundamental Principles and Rights at Work** (freedom of association and collective bargaining; elimination of forced labor; abolition of child labor; non-discrimination; and, since 2022, a **safe and healthy working environment**)

We endorse and implement the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**—“Protect, Respect, Remedy”—as the global standard for business conduct in human rights

This Policy also supports relevant **UN Sustainable Development Goals (SDGs)**, including **SDG 3 (health)**, **SDG 8 (decent work)**, **SDG 10 (reduced inequalities)**, and **SDG 16 (peace, justice, strong institutions)**

Missirian Group complies with all applicable laws in the countries where we operate. **Where national law conflicts with international human rights standards, we seek the higher standard.**

## Post-COVID challenges: Health, Safety & Dignified Work

We recognize the ongoing human rights implications of the COVID-19 pandemic and its aftermath, including **worker health and safety, mental health, job security, and access to grievance and remedy**.

Evidence shows that the pandemic caused long-lasting disruption to the world of work and exacerbated psychosocial risks; global guidance calls for **human-centered recovery** and stronger OSH protections.

## Climate change & Human Rights (Climate vulnerability)

We recognize **climate change as a human rights issue** that threatens rights to life, health, food, water, housing, culture, and development—especially for **people in vulnerable situations** and climate-exposed rural communities.

We will integrate **climate risk** into our human rights' due diligence, prioritizing prevention, adaptation, and remedy for affected rightsholders in our supply chain.

### Our commitments (climate vulnerability):

- Assess and address **heat stress, water scarcity, crop failure risk, and extreme weather** impacts on workers and communities; support **adaptation measures** and **livelihood resilience** in climate-sensitive regions
- Consider **displacement and migration risks** from climate impacts and uphold rights of climate-affected migrants and communities, in line with OHCHR/UNHCR guidance

## Human Rights Due Diligence (UNGPs Pillar II)

Human rights due diligence (HRDD) is integrated into Missirian Group's core processes to **identify, prevent, mitigate, and account for** adverse impacts, and to **enable remedy**.

### Process steps (continuous cycle):

1. **Identify & assess** salient risks (enterprise-wide and in the value chain), including **child labour, forced labour, OSH (including nicotine/chemical exposure), wages/working time, non-discrimination, freedom of association/collective bargaining, privacy/data protection, grievance access, post-COVID/psychosocial risks, and climate-related risks to rights.**
2. **Integrate & act** via policies, controls, and supplier requirements; prioritize actions by severity and irreversibility of harm.
3. **Track** effectiveness with indicators, audits, worker feedback, and stakeholder input
4. **Communicate** internally and externally, respecting confidentiality and rightholder safety
5. **Remediate** where we have caused or contributed to harm and use leverage to seek remedy where linked via business relationships.

## Sector issues & targeted programmes (tobacco value chain)

We recognize specific risks in tobacco production, including **child labour**, OSH hazards, and labor rights.

We **prohibit child labor and forced labor** and support efforts to address root causes (poverty, access to education, OSH).

We align with ILO principles and will continue to monitor sector initiatives addressing child labor in tobacco growing.

### **Programmatic commitments:**

- **Child labor & workers:** Enforce minimum age standards; ensure **no hazardous child labor**; support access to schooling and safe vocational training where appropriate.
- **Freedom of association & collective bargaining:** Engage constructively with worker representatives and unions.
- **OSH & Green Tobacco Sickness prevention:** Strengthen training and controls for chemical/nicotine exposure, PPE, safe handling, rest breaks, and heat-stress protocols—aligned with the ILO's recognition of OSH as a **fundamental right**

## Employee policies & workplace standards

- **Non-discrimination & equal opportunity:**
  - We prohibit discrimination in employment and occupation.
- **Safe & healthy work:**
  - We commit to a **safe and healthy working environment** as a fundamental right, including mental health promotion and psychosocial risk prevention.
- **Freedom of association & collective bargaining:**
  - We respect and support these rights in practice.
- **Fair wages & working time:**
  - We promote fair remuneration and legal working hours consistent with decent-work objectives.

## Grievance & access to remedy

Missirian maintains **confidential, accessible grievance mechanisms** for workers and external rightsholders (including anonymous channels) that meet effectiveness criteria under the UNGPs. Mechanisms are designed and operated in line with principles—**trust, impartiality, protection**—and include clear processes for investigation, protection from retaliation, and remedy.

## Stakeholder engagement

We will engage regularly with rightsholders and their representatives, suppliers, and customers to understand and address impacts **from the perspective of those affected**—including climate-vulnerable communities and post-COVID affected workers—and to strengthen leverage for improvements across our value chain.

## Training, communication & capacity building

We will **communicate this Policy widely** and provide **specific training** to employees, managers, procurement teams, and suppliers on human rights, post-COVID safeguards, climate-related risks, grievance use, and remediation pathways consistent with WHO and ILO guidance on worker health and decent work.

## Monitoring, reporting & continuous improvement

We will **monitor** our HRDD actions and outcomes, use indicators and audits, and **report appropriately** on progress.

We track EU developments to ensure our disclosures are clear and consistent with applicable obligations.

This Policy is a **living document**. We will **review and update** it periodically to reflect new risks, stakeholder input, regulatory changes, and lessons learned.