



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 irremediability of harm.
3. **Track** effectiveness with indicators, audits, worker feedback, and stakeholder input
4. **Communicate** internally and externally, respecting confidentiality and rightsholder 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.