



Human Rights Statement
August 2026

Frontier Agriculture Ltd, its divisions and wholly owned subsidiaries (the “Frontier Group”), is committed to respecting and upholding internationally recognised human rights across all areas of its operations.

This commitment applies to all individuals working for, or on behalf of, the Frontier Group, including employees, contractors, and agency personnel. We expect the same high standards from our suppliers, business partners, and other stakeholders.

We are committed to treating all people with dignity, fairness, and respect, and to embedding these principles into our business practices, decision-making, and relationships.

Our approach is informed by internationally recognised frameworks and standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organisation’s Core Labour Standards, and the Ethical Trading Initiative (ETI) Base Code.

Our Commitment to People

We recognise that all individuals have fundamental and inherent human rights. The Frontier Group does not tolerate any form of discrimination, harassment, forced labour, human trafficking, or child labour within its operations or value chain.

All individuals working for, or on behalf of, the Frontier Group including employees, contractors, and agency personnel are expected to act with integrity and uphold these standards at all times.

Our commitment is supported by our internal policies and procedures, including our HR policy framework (such as anti-bullying and anti-harassment policies), our Modern Slavery Policy, and our alignment with the Ethical Trading Initiative (ETI) Base Code. We also assess and monitor compliance through recognised processes, including SMETA audits where appropriate.

Safe, Fair, and Inclusive Workplaces

The Frontier Group is committed to providing a safe, healthy, and inclusive working environment for all individuals. Health and Safety is our number one priority, and we strive to foster a proactive safety culture where risks are identified, reported, and managed effectively.

We comply with all applicable laws and regulations and maintain robust Health and Safety systems, supported by comprehensive reporting processes, regular training programmes, and a strong focus on awareness and continuous improvement. This includes active engagement from employees at all levels, encouraging the reporting of incidents, hazards, and near-misses to prevent harm and drive learning.

We promote an open and inclusive workplace where individuals feel respected, valued, and able to contribute. Employees and those working on our behalf are encouraged to raise concerns through established grievance procedures or our independent whistleblowing helpline, without fear of retaliation.

We are committed to ensuring that all concerns are treated seriously, investigated appropriately, and addressed in a timely manner.

Diversity, Equality & Inclusion

The Frontier Group values diversity and is committed to promoting equality of opportunity for all. We seek to create an inclusive environment where individuals from all backgrounds are respected, supported, and able to contribute and succeed.

We actively promote the inclusion and progression of women, minority groups, and individuals who may be at greater risk of discrimination or disadvantage. Everyone working for, or on behalf of, the Frontier Group is entitled to be treated with dignity, fairness, and respect.

Our approach is underpinned by compliance with the Equality Act 2010 and supported by inclusive practices across the employee lifecycle, including fair and gender-neutral recruitment processes, onboarding, training, and career development.

Responsible Sourcing

The Frontier Group is committed to conducting business with suppliers who share our values on human rights and ethical practices. We expect all organisations within our supply chain to operate responsibly and in accordance with applicable laws and recognised labour standards.

We require our suppliers to ensure that all workers within their operations whether permanent, temporary, or agency are treated fairly, without discrimination, and work in conditions that are safe and respectful of their rights.

Our expectations are communicated through our contractual arrangements, including our standard terms and conditions, with specific provisions relating to modern slavery, anti-bribery and corruption, and responsible business conduct.

We promote transparency and engagement with our suppliers and work to support responsible practices and continuous improvement across our supply chain.

Human Rights Due Diligence

The Frontier Group seeks to identify and assess potential human rights risks within its operations and, where appropriate, its supply chain. Our approach is primarily risk-based, supported by periodic assessments and targeted due diligence activities in areas identified as higher risk.

We remain mindful of the potential impact on vulnerable groups and aim to respond appropriately where risks are identified.

Accountability and Governance

This statement is reviewed and updated at least every two years, and more frequently where appropriate, to ensure it remains relevant and aligned with evolving standards and expectations. It is communicated to employees, business partners, and other stakeholders as appropriate.

Responsibility for embedding human rights considerations across the organisation rests with leaders at all levels, who are expected to ensure that relevant company policies are applied in decision-making, business processes, and day-to-day operations.