

Blaser Group – Human Rights Policy

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Management Human Rights Statement

For more than 100 years, the Blaser Group has been committed to responsible business conduct and to strengthening the supply chains in which it operates through long-standing partnerships with suppliers and coffee producers.

The Blaser Group is committed to continuously identifying, preventing, mitigating, and, where necessary, remediating adverse human rights impacts linked to its operations and business relationships.

We acknowledge that we can only create a sustainable and ethical coffee value chain when **all** stakeholders are committed to high standards of social and environmental responsibility and ethical conduct. We thus strive to promote long-term supplier relationships that build upon the principles in this Human Rights Policy and foster sustainable and transparent sourcing practices.

We recognize that the coffee sector and its sourcing regions face systemic human rights challenges, and that risks may persist even where preventive measures have been implemented. Our commitment is therefore not based on the assumption of zero risk, but on due diligence, responsible engagement, and continuous improvement of processes to prevent, mitigate, and address adverse impacts together with our partners.

We view a common understanding of the principles outlined in this policy as **a foundation for a business relationship** with the Blaser Group.



Dominik Bangerter, Managing Director,
Blaser Trading AG



Marc Käppeli, Managing Director
Blaser Café AG



Purpose & Scope

This Human Rights Policy (hereafter referred to as “Policy”) outlines the Blaser Group’s commitment to respecting and promoting human rights across all business activities and throughout its global coffee supply chains, in line with internationally recognized human rights standards and conventions.

This Policy complements the expectations set out in the Blaser Group Code of Conduct and Blaser Trading AG Supplier Code of Conduct. The Policy applies to the Blaser Group and all its employees, as well as to suppliers, business partners, agents, consultants, temporary workers, and contractors. Where relevant, the Policy extends to other stakeholders within the supply chain, including workers, farmers, and other potentially at-risk individuals involved in the production, processing, and trade of coffee.

This Policy is informed by the internationally recognized frameworks including, but not limited to:

- The United Nation’s (UN) International Bill of Human Rights
- The International Labour Organization (ILO) fundamental conventions and Declaration on Fundamental Principles and Rights at Work
- The UN Global Compact Principles and the UN Guiding Principles on Business and Human Rights
- The OECD Guideline for Multinational Enterprises
- The Sustainable Development Goals (SDGs), with emphasis on SDG 8 (Decent Work), SDG 12 (Responsible Consumption and Production), and SDG 17 (Partnerships for the Goals).

Our Principles

No Child Labor

- The use of child labor is **prohibited**.
- No workers below the minimum age established by national law are employed. In the absence of such legislation, children under 15 years of age are not hired.
- Workers who are still minors should not be exposed to working conditions that are mentally, physically, socially, or morally hazardous or interfere with their education. The same applies to children below the minimum working age who perform light tasks to assist their families.
- All forms of work must thus agree with ILO C138 Minimum Age for Admission to Employment and Work Convention and ILO C182 Worst Forms of Child Labor Convention.

No Forced Labor

- Any forms of modern slavery and any form of involuntary labor are **prohibited**.



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- Workers must be formally employed with a contract that guarantees at least the minimum wage for their category or the nationally established minimum wage. They must be paid within a reasonable timeframe both during and at the end of employment in line with national law.
- Workers are allowed to leave their employment after providing reasonable notice as required by national law and must not be compelled to stay on-site by withholding wages, benefits, identity documents, or other personal belongings.
- Workers' employment or housing must not depend on the employment of their spouses or children.
- All workers must fully enjoy the rights guaranteed under ILO Convention C29 on Forced Labour and ILO Convention C105 on the Abolition of Forced Labour.

Working Conditions, Occupational Health & Safety

- We strive to maintain a safe and healthy workplace where all employees are protected. This involves taking appropriate measures to prevent accidents and injuries during work and providing sufficient training for all workers to carry out their tasks safely.
- Individuals handling agrochemicals, pesticide sprays, or operating loud or hazardous machinery must use proper personal protective equipment (PPE) and protective clothing. Workers shall receive regular training on the safe use of agrochemicals and operation of dangerous machinery.
- Agrochemicals must comply with local and international standards and bans to avoid "prohibited" pesticides and reduce those pesticides on the "phase-out" list.
- First-aid kits must be available, well-maintained, and accessible.

Fair and Decent Work & Human Treatment

- All employees must be treated with respect and dignity. Inhumane treatment, including human trafficking, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse, is strictly prohibited, and any threat of such treatment to workers in the Blaser Group's supply chain will not be tolerated.
- We expect our partners to respect fair wages, reasonable working hours, and access to basic services such as clean drinking water and sanitation, habitable sleeping quarters, and eating areas.
- Regular and overtime working hours, as well as rest days, must comply with applicable laws and may not exceed the maximum limits established by relevant legislation.

Freedom of Association

- We respect employees' rights to establish, organize, join associations, and engage in collective bargaining, including trade unions, workers' representations, and other internal or external organizations. Workers should be free to be represented without intimidation, discrimination, retaliation by farm management, owners or administrators or other negative consequences in accordance with ILO C87 Freedom of Association and the Protection of the Right to Organize and ILO C98 Right to Organize and Collective Bargaining.



Non-Discrimination and Inclusion

- We foster an environment where none of our employees face discrimination based on gender, ethnicity, age, disability, sexual orientation, religion, or social status.
- This same commitment is encouraged throughout our supply chain, especially with regard to fair representation of vulnerable groups, particularly women and children, in all parts of the value chain.

Responsible Use of Land and respect for Indigenous Communities

- We expect our partners to respect the rights of all communities involved and apply vigilance with regards to Free, Prior, and Informed Consent (FPIC) processes in areas involving Indigenous communities or land tenure risks, traditional access to land, and resources including water in line with the guardrails of the ILO Convention 169 as well as the UN Declaration on the Rights of Indigenous Peoples.

Human Rights and Climate Resilience

- We recognize the detrimental effect that environmental degradation has on people's rights and livelihoods. Furthermore, we acknowledge the reciprocal relationship between human rights and negative effects on the environment.
- Our work can contribute to resilient communities by developing sustainable and climate-sensitive agricultural practices. A special emphasis is put on deforestation, which threatens livelihoods and human rights of the local population.

PROCESSES & DUE DILIGENCE PROCEDURES

Risk Management

We regularly assess human rights risks in our supply chain, especially in high-risk origins. This Process is structured according to Blaser Trading AG's [Human Rights Risk Approach](#). This procedure serves to identify, manage, and prevent adverse human rights impacts including the following steps:

- **Risk-based due diligence**, including risk assessments, through external proprietary databases and country scorecards to evaluate social, economic, and environmental conditions in the origin countries and along the value chain.
- **Human rights severity assessment** that determines the measures to be taken depending on the "Severity" by considering the "Extent", "Scope", "Irreversibility" and "Likelihood" of a human rights issue. This is based on OECD recommendations.
- **Supplier engagement and supplier self-assessments** across critical topics such as Supplier Profile and Risk Profile, Management Systems, Environment, Deforestation and EUDR, and Human Rights. In



strategic, high-volume origins, we work with local partners and field staff to measure critical human rights and environmental dimensions and regularly monitor the effect of improvement measures.

- **Sustainability assurance systems** recognized by the Global Coffee Platform (GCP) Equivalence Mechanism and schemes compliant with ISEAL's Code of Good Practices.
- **Public grievance mechanism** reaches the relevant staff directly. All grievances are handled confidentially and in consultation with the griever. The Blaser Group has set up an ombudsman's office to which employees can turn without fear of reprisals or other negative consequences.
- **Assess and Address Process** that details the way by which we approach incidences in our supply chain (reported externally or internally) to remediate such incidents. The process evaluates both farm-level incidences and supplier-level breaches of Codes of Conduct and depending on the severity, an investigation, root cause analysis, corrective action, and monitoring is triggered. The process also clarifies the internal responsibilities.
- **Participation in and founding members of industry networks** for roadmap development and multi-stakeholder projects. These networks are particularly focused on sustainable coffee in Europe like the Swiss Sustainable Coffee Platform (SSCP), Deutscher Kaffee Verband (DKV), Swiss Coffee Trading Association (SCTA) and others. We are proud to be a founding member of the SSCP.
- **Internal capacity building** focuses on key stakeholders who are working with supply chain partners.

TRANSPARENCY AND CONTINUOUS IMPROVEMENT

In our yearly sustainability reporting, we provide updates on our due-diligence progress, challenges, and improvements. This policy evolves over time as we learn more, engage more deeply, and adapt to emerging risks and regulations. While we report in an aggregated way, if requested, we will share our internal policies with relevant stakeholders.

Finally, we would like to emphasize that our grievance mechanism is focused on continuous improvement that prioritizes **remediation instead of disengagement**. We prioritize solutions that protect affected individuals, especially children, and solutions that follow our Assess and Address process.

REVIEW

This policy is reviewed at least every two years to ensure it reflects current realities, international expectations, and our ongoing experience on the ground. It is approved and sponsored by the highest management level in the organization, the Blaser Group Board of Directors.