

HUMAN RIGHTS POLICY

1. Objective

Just Russel recognises that businesses have a responsibility to respect and protect human rights. This Human Rights Policy confirms Just Russel's commitment to respecting internationally recognised human rights across all its activities and business relationships.

2. Scope

This policy applies to all individuals and communities affected by Just Russel's own activities and its entire value chain, including but not limited to: employees, temporary staff, suppliers, subcontractors, logistics partners, customers, local communities and other stakeholders.

The scope of this policy covers all persons and communities that may be affected by Just Russel's activities, both within its own operations and within the value chain.

3. Commitments

Just Russel commits to:

- a) respecting human rights in accordance with international norms and standards;
- b) identifying and assessing potential adverse human rights impacts and risks arising from its activities or value chain through periodic risk analyses;
- c) remedying adverse impacts the company has caused or contributed to through appropriate measures;
- d) aligning its policies and practices with the following international frameworks: i)
 - the UN Guiding Principles on Business and Human Rights;
 - ii) the International Bill of Human Rights, including the Universal Declaration of Human Rights;
 - iii) the ILO Declaration on Fundamental Principles and Rights at Work.

4. Human rights due diligence

Just Russel integrates human rights considerations into its risk assessments, supplier selection, contractual requirements and internal decision-making. Potential risks are identified, evaluated and monitored through internal controls and periodic evaluations.

5. Remediation and grievance mechanism

Where Just Russel causes or contributes to an adverse human rights impact, the company will take appropriate corrective measures. Stakeholders can report concerns through Just Russel's official communication channels or via the internal grievance mechanism.

6. Governance and approval

Ultimate responsibility for this policy lies with Just Russel's highest governing body. This policy is formally approved by the Board of Directors / Executive Committee and reviewed at least annually.

The CEO and the management team are responsible for the implementation of and compliance with this policy.

7. Transparency and publication

This Human Rights Policy is made publicly available via Just Russel's website and is accessible to all stakeholders.

8. Formal approval

Date of approval: 12/03/2026

On behalf of Just Russel's highest governing body:

Name: Victor Mortreu

Position: CEO

Signature:

A handwritten signature in black ink that reads "Victor Mortreu".