



NKG Policy Statement on Human Rights

Neumann Kaffee Gruppe (NKG) is a global group of coffee companies united by a shared purpose: working passionately for and with coffee. With more than 40 companies in 28 countries and over 3,300 employees, we bring together a remarkable diversity of cultures and perspectives to serve coffee growers and coffee buyers around the world. Because coffee is grown, processed, traded, and enjoyed by people, people are at the center of everything we do. We recognize that our activities across the coffee value chain can affect individuals and communities, especially, though not exclusively, in coffee-origin countries. We are committed to promoting positive and responsible impacts.

This Policy Statement on Human Rights sets out our overarching commitment to respect internationally recognized human rights. It forms part of our Human Rights Due Diligence (HRDD) approach and complements the NKG Code of Conduct, the foundation for responsible and ethical conduct throughout the Group.

As a family-owned, globally operating green coffee service group, we act with long-term perspective, guided by deep convictions, strong relationships, and the highest professional standards. Coffee is our purpose, passion and motivation – and our responsibility.

We're all about coffee. Today. Tomorrow. Together.

Our Commitment

Protecting human rights is a fundamental prerequisite for responsible and sustainable business conduct. At NKG, we are committed to respecting all internationally recognized human rights and embedding this responsibility into the way we work, wherever we operate.

Our commitment is grounded in the following international frameworks:

- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The International Bill of Human Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The Ten Principles of the UN Global Compact

Together, these frameworks reflect key international labor and human rights standards, including the ILO Core Conventions relating to the elimination of forced and child labor, freedom of association and collective bargaining, and the prohibition of discrimination in employment and occupation. We recognize these rights as universal, inalienable, indivisible and interdependent. While the protection of human rights is the duty of states, businesses play a crucial role in ensuring these rights are respected in practice. We therefore take responsibility for the well-being of our employees and acknowledge our influence on business partners, the communities we work in, and the lives and livelihoods of coffee farmers.

Where national laws fall short of international standards, we seek to uphold the higher standard and work to honor internationally recognized human rights to the greatest extent possible.

Scope of Applicability

This Policy Statement is binding for all employees, temporary workers, managers, directors, shareholders, and board members of every NKG Group Company worldwide. NKG leadership is



responsible for embedding human rights due diligence processes into business decisions, daily operations, and our organizational culture.

We also expect, as far as reasonably achievable, our suppliers, service providers, contractors, agents, and other business partners whose activities are linked to ours to uphold human rights in line with this Statement or equivalent standards.

These expectations are further outlined in the NKG Code of Conduct and the NKG Supplier Code of Conduct, which define the principles and requirements that guide responsible and ethical conduct across our own operations and value chain.

Risk Assessment and Key Priorities

NKG identifies and addresses human rights risks through a structured and recurring assessment process that forms a core part of our HRDD approach. Our approach combines desk-based research, supply-chain analysis, insights from internal experts and stakeholders, and needs-based, context-specific field and impact assessments. This enables us to build a realistic, people-centered understanding of where risks may arise and how they may affect individuals connected to our operations and value chains.

Based on this ongoing process, we prioritize salient risks according to their potential impact on people, considering severity, likelihood, and NKG's potential impact and leverage. While all human rights are important, the nature of agricultural production and coffee supply chains means that certain issues and potentially affected groups require particular attention. We have identified the following fields of action as priorities:

- Child labor, particularly in smallholder settings
- Forced, bonded, or trafficked labor
- Safe, fair, and decent working conditions, including working hours, wages, recruitment practices, and workplace safety
- Non-discrimination and equal opportunities, particularly for women and indigenous people
- Smallholder livelihoods and freedom from poverty
- Access to effective grievance mechanisms and protection against retaliation

This risk-based approach ensures that NKG focuses its efforts where people may be most vulnerable and where our actions can have the greatest positive impact.

Risk Mitigation and Remediation

NKG takes action to prevent, mitigate, and address human rights risks identified through our due diligence processes. Based on the results of our risk assessments, we implement appropriate preventive measures in our own operations and, where feasible, throughout our supply chains. Our focus is on enabling employees, suppliers, and business partners to understand and meet human rights expectations by providing clear guidance, training, and responsible processes.

In our own operations, prevention includes strengthening internal procedures, building capacity among employees and managers, and providing targeted training to ensure that human rights risks are understood and responsibly managed. Where risks relate to suppliers or value-chain partners, we work through dialogue, capacity building, and contractual expectations. For systemic risks that cannot be resolved by NKG alone, we seek to use leverage collaboratively, including through industry



initiatives or civil-society engagement.

We monitor the effectiveness of our actions through a combination of internal controls, supply chain assessments, and grievance and feedback channels for employees and external stakeholders. We recognize that we are part of the communities in which we operate, and cultivate long-term relationships built on trust and respect. Ongoing dialogue with internal and external stakeholders is an important part of how we understand expectations, identify concerns early, and continuously strengthen our human rights approach. We communicate and report on our human-rights-related commitments and activities as part of our biennial NKG Sustainability Report.

Grievance Mechanism

NKG maintains accessible, confidential, and safe channels for raising concerns related to human rights, ethical conduct, or any form of misconduct. Our global reporting channel, the NKG Integrity Platform (<https://integrity.nkg.net>), is available to all employees, workers, business partners and external stakeholders.

In addition, many NKG Group Companies provide further local grievance channels, both digital and non-digital, such as dedicated email addresses, phone lines, physical complaint boxes, and in-person reporting options. These channels ensure that individuals can choose the most accessible and comfortable channel for them. All NKG grievance mechanisms are designed to comply with requirements for accessibility, confidentiality, and non-retaliation.

Governance

This Statement is supported by, and interacts with, key NKG documents, including the NKG Code of Conduct, the NKG Supplier Code of Conduct, and our broader framework of internal Group policies, such as those on human rights due diligence, working standards, and occupational health & safety. As our due diligence processes continue to evolve, this Statement is considered a living document and will be reviewed and updated accordingly.

For questions regarding this Human Rights Policy Statement, please contact Group Compliance at compliance@nkg.coffee.

The NKG Board of Management approves this Statement and oversees its strategic direction. Group Compliance and Group Sustainability are responsible for guiding HRDD implementation, monitoring progress, and supporting the development of related policies. All NKG Group Companies are responsible for implementing the standards set out in this Statement and aligning local procedures and practices accordingly.

The NKG Policy Statement on Human Rights is adopted by the NKG Board of Management on 20/04/2026.