

GREENCORE RESOURCES

PT Greencore Resources Indonesia | Greencore Resources Limited (Hong Kong) | Greencore FZCO (UAE)

GROUP HUMAN RIGHTS POLICY

Public policy statement | Version 2.1 | Effective 27 June 2026 | Reviewed annually

1. Our Commitment

Greencore Resources respects internationally recognised human rights across all of our operations and throughout our value chain. Our purpose is to build a circular plastics economy that creates genuine value for people and the planet, and a business model that recovers ocean-bound plastic has no legitimacy if the people who make it possible are harmed in the process. Where national law and international human rights standards diverge, we apply the higher standard.

This Policy commits us to:

- **Respect human rights** — to avoid causing or contributing to negative human rights impacts through our own activities, and to seek to prevent or mitigate impacts directly linked to our operations, products or services through our business relationships.
- **Assess our human rights risks** — to identify and assess, on an ongoing basis, the actual and potential negative human rights impacts associated with our own operations and our value chain, and to prioritise action according to their severity.
- **Remediate** — where we have caused or contributed to a negative human rights impact, to provide for or cooperate in its remediation through legitimate processes.

2. Scope

This Policy applies to all three Greencore entities and to every individual and community whose human rights may be affected by our operations or our value chain, whether or not they hold a contract of employment with Greencore. Specifically:

- **Our own operations:** direct employees of all three entities; agency workers assigned to our Driyorejo facility; contractors and service providers on our premises; and job applicants, whether recruited directly or through an agency.
- **Our upstream value chain:** waste pickers and collectors, including those working informally; aggregators and collection partners; labour recruitment agencies and the workers they employ; suppliers of materials, equipment, utilities and services; waste disposal and B3 hazardous waste contractors; and logistics providers.
- **Our downstream value chain:** customers, converters and brand partners purchasing our recycled resin, insofar as our conduct as a supplier may affect them.
- **Communities:** those surrounding our Driyorejo facility in Gresik, those living near the collection and aggregator sites in our sourcing network, and those living near the licensed landfills receiving our non-recyclable residues.

We pay particular attention to individuals and groups at heightened risk of vulnerability or marginalisation, including women, young workers, migrant workers, workers in the informal economy, and persons with disabilities.

3. International Frameworks We Commit To

Instrument	What we commit to
UN Guiding Principles on Business and Human Rights (2011)	The corporate responsibility to respect human rights: a policy commitment, ongoing human rights due diligence, and processes enabling remediation of impacts we cause or contribute to.
International Bill of Rights — Universal Declaration of Human Rights (1948), ICCPR and ICESCR	The fundamental rights and freedoms set out in the International Bill of Rights, including the rights to life, health, an adequate standard of living, just and favourable conditions of work, non-discrimination, privacy and freedom of association.
ILO Declaration on Fundamental Principles and Rights at Work (1998, as amended 2022)	Freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in employment and occupation; and a safe and healthy working environment.

4. How We Assess and Act on Our Impacts

We maintain an ongoing human rights due diligence process. We commit to:

- Identify and assess the actual and potential negative human rights impacts we may cause, contribute to, or be directly linked to, through a combined annual human rights and environmental assessment of our most material procurement decisions.
- Prioritise by severity, assessing scale, scope and remediability, and weighting severity above likelihood where we cannot address all impacts at once.
- Consult affected rightsholders and their legitimate representatives, and draw on internal and independent external expertise.
- Verify through third parties, including SMETA social audits at our facility, Ocean Bound Plastic and Social+ assessments across our collection network, and independent verification of our Verra project by Control Union.
- Act on findings by updating policies, delivering training, agreeing corrective actions and using our leverage with business partners. Where a partner will not address a severe impact, we consider ending the relationship.
- Track and communicate publicly on how we address our impacts, including through our annual Verra Monitoring Reports for the SEArcular Indonesia Collection & Recycling Project (Project ID 4805).

5. Our Commitments in Practice

Workers at our facility and in our entities

- Paying wages and benefits in full compliance with applicable labour law, including Indonesian Law No. 13/2003 and Law No. 6/2023, and the applicable district minimum wage (UMK).
- Prohibiting all forms of forced, bonded or prison labour, including recruitment fees charged to workers and the retention of identity documents — Forced Labour Policy (GRI.HRD.K-03).
- Prohibiting child labour: no person under 18 is employed by Greencore or engaged on our premises — Code of Conduct (GRI.HRD.K-01).
- Upholding freedom of association and collective bargaining, and maintaining bipartite worker representation composed of elected employee representatives and management representatives, without interference or coercion.
- Upholding non-discrimination in every employment decision — Anti-Discrimination Policy (GRI.HRD.K-09).
- Providing a safe and healthy working environment, including OH&S training, personal protective equipment, certified K3 safety representation and periodic medical examinations.
- Applying these same standards to agency workers, and requiring our labour supply agency to confirm in writing its compliance on contracts, BPJS Ketenagakerjaan and BPJS Kesehatan enrolment, minimum wage and statutory religious holiday allowance (THR).

Our collection network, suppliers and business partners

- Working towards fair treatment of all collectors in our network, including access to personal protective equipment, safer working conditions and fair compensation.
- Monitoring collection and aggregation sites for child labour and unsafe conditions through field visits and locally based staff.
- Requiring all suppliers, aggregators, recruitment agencies and business partners to uphold standards equivalent to those in this Policy, and declining to work with partners who use forced or child labour or who engage in discrimination or harassment.

6. Remediation and Grievance

- **Where we cause** a negative human rights impact, we will cease the activity concerned and provide remediation to those affected.
- **Where we contribute to** an impact, we will cease or change the contribution and provide for or cooperate in remediation to the extent of our contribution.
- **Where an impact is directly linked** to our operations, products or services through a business relationship, we will use our leverage to seek to prevent, mitigate and remedy it.

Remediation may include restitution, compensation, cessation of the harmful practice, correction of records, reinstatement, a formal apology, or agreed corrective action with follow-up verification. It is determined in consultation with the affected person wherever possible, and is never conditioned on waiving the right to pursue other remedies.

Our grievance mechanism is open to everyone within the scope of this Policy, including agency workers, collectors, suppliers and community members. It may be used anonymously. Complaints are confidential and there is no retaliation against anyone raising a concern in good faith.

Channel	How to use it	Received by
In person	Country Manager, HR Manager or a bipartite worker representative	PT GRI management
Written	Grievance boxes at the Driyorejo facility and at aggregator sites	PT GRI management
Email	erlina@greencore-resources.com	Country Manager & Director, PT GRI
Group escalation	irene@greencore-resources.com	Chief Operating Officer

Grievances are acknowledged, investigated and answered within the timeframe set out in our Grievance Policy (GRI.HRD.K-11). This Policy does not restrict access to State-based judicial or non-judicial remedy, to a trade union, or to any external reporting channel.

7. Governance, Approval and Review

Greencore Resources does not maintain a board of directors distinct from its executive leadership. The Chief Executive Officer and Commissioner is the highest governing body of the Group and holds final decision-making authority over its policies, strategy and conduct. This Policy has been approved in that capacity, on behalf of all three entities.

Day-to-day responsibility for implementation sits with the Chief Operating Officer for the Hong Kong and Dubai entities, and with the Country Manager & Director and the HR Manager for PT Greencore Resources Indonesia. The Policy is communicated to all workers, including agency workers, in a language and format they understand, provided to suppliers alongside our Code of Conduct, published at www.searcularplastics.com, and reviewed at least annually.

Max Craipeau

Chief Executive Officer and Commissioner — Highest Governing Body, Greencore Resources

Signature:  Date: 27/06/2026

This Policy is publicly available at www.searcularplastics.com