

Our Commitment to People

We are committed to building a diverse, equitable and inclusive workplace, and to extending that commitment across our partnerships with farmers, suppliers and communities throughout our value chain – from Denmark to our origin countries in Kenya and Brazil. We believe that fair treatment, real opportunity, and respect for human rights are not separate from good business – they are part of how we grow nature and grow businesses together.

Treating People Fairly, Everywhere We Work

We treat workers, partners and farmers fairly, regardless of background or identity. This applies equally across our team in Denmark and our partners and colleagues working in our origin countries – fairness is not adjusted by geography.

Creating Genuine Opportunity

We create genuine opportunity within our own teams, and we continuously review our practices to remove barriers wherever we find them. This is an ongoing commitment, not a one-time action – we expect our approach to deepen and improve as our company grows.

Respecting Human Rights

We respect the human rights of everyone affected by our operations, in line with the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. This commitment extends across our full value chain, including our partners and origin country operations.

Listening and Acting on Feedback

We listen to feedback from workers, farmers and communities, and we act on it. If anyone affected by our work has a concern, we want to hear it, and we are committed to addressing it fairly and without retaliation, through our grievance procedure.