Tiba Tempeh Ltd

Human Rights Policy

Version 1.0 | July 2026 | Approved by the Board of Directors

Policy Owner	Alexandra Longton, Co-Founder and Managing Director
Applies To	All workers, suppliers, and business partners
Review Frequency	Annually
Next Review Date	July 2027
Published	tibatempeh.com

1. Our Commitment

Tiba Tempeh Ltd is committed to respecting and upholding human rights across all of our operations and supply chain. We believe that business has a responsibility to people as well as to the planet, and we take that responsibility seriously.

This policy applies to all of our workers, suppliers, and business partners. It is publicly available at tibatempeh.com and is reviewed annually by our Board of Directors.

Our human rights commitment is grounded in the following international frameworks:

1.1 UN Guiding Principles on Business and Human Rights (UNGPs)

Tiba Tempeh commits to the UN Guiding Principles on Business and Human Rights. We recognise our responsibility to respect human rights as set out in the UNGPs, which means we aim to avoid causing or contributing to adverse human rights impacts through our own activities, and to address such impacts when they occur. We also seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, or services through our business relationships.

1.2 Universal Declaration of Human Rights (UDHR) and the International Bill of Rights

Tiba Tempeh commits to respecting the rights set out in the Universal Declaration of Human Rights and the International Bill of Rights. We recognise that all people are born free and equal in dignity and rights, and we are committed to upholding these principles in how we treat our workers, engage with our communities, and conduct our business.

1.3 ILO Declaration on Fundamental Principles and Rights at Work

Tiba Tempeh commits to the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Specifically, we commit to:

- **Freedom of association and collective bargaining:** We respect our workers' rights to freedom of association and recognise their right to collective bargaining.
- **Elimination of forced or compulsory labour:** We have zero tolerance for forced, compulsory, or modern slavery in any form, in our own operations and throughout our supply chain.
- **Abolition of child labour:** We do not employ children and will not knowingly work with suppliers who use child labour.
- **Elimination of discrimination:** We are committed to equality and non-discrimination in employment and occupation, regardless of gender, race, ethnicity, religion, age, disability, sexual orientation, or any other characteristic.
- **Safe and healthy working conditions:** We are committed to providing a safe, healthy, and dignified working environment for all of our workers.

2. How We Live This Commitment

2.1 Our Workers

We treat all workers with dignity and respect. In practice this means:

- All employees hold signed employment contracts setting out their rights, pay, and working conditions
- All employees are paid at or above the UK Real Living Wage
- We provide a safe and inclusive working environment free from harassment and discrimination
- Workers have access to a formal grievance procedure through which they can raise concerns without fear of retaliation
- We respect workers' rights to freedom of association
- We do not use forced, compulsory, or child labour

2.2 Our Supply Chain

We recognise that human rights risks can exist beyond our own operations. In practice this means:

- Our primary ingredient, organic soybeans, is sourced from Canadian suppliers certified to ProTerra and Soil Association organic standards, which prohibit forced labour, child labour, and unsafe working conditions
- We maintain a Supplier Code of Conduct that sets out our expectations on human rights, labour standards, and environmental performance
- We conduct due diligence on our significant suppliers and consider human rights impacts in our procurement decisions
- We maintain long-term supplier relationships to build trust and enable open dialogue on standards and performance

2.3 Our Community and Customers

We respect the rights of the communities in which we operate and the consumers we serve. We do not engage in marketing or business practices that exploit or mislead, and we are committed to being a responsible and transparent business.

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3. Accountability and Review

Alexandra Longton, Co-Founder and Managing Director, is responsible for overseeing this policy. Human rights performance is reviewed annually by the Board of Directors as part of the company's broader ESG governance framework.

If we identify human rights risks or impacts in our operations or supply chain, we are committed to taking appropriate action to address them. Workers and other stakeholders can raise human rights concerns through our Grievance Procedure, which is publicly available at tibatempeh.com.

As a certified B Corporation, our human rights performance is independently assessed as part of our B Impact Assessment, which we recertify on a regular basis.

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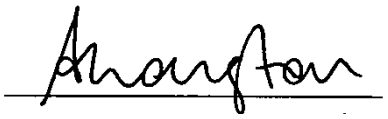
4. Approval

Approved by Alexandra Longton, Co-Founder and Managing Director

On behalf of Tiba Tempeh Ltd Board of Directors

Date July 2026

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