

Human Rights Policy



At Delta Corporation (“Delta”), we strive to be the Best Beverages Company in a Better World by providing a portfolio of distinctive brands built on a foundation of responsible business practices, policies and commitments, and we recognize the responsibility of the business community to respect human rights.

Our Commitment

As a signatory to the United Nations (UN) Global Compact, we are committed to business practices that do not infringe on human rights and do align with various international standards of responsible business conduct, including the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work. Delta Corporation Global Human Rights Policy (“Policy”) sets out standards, expectations, and commitments in relation to our responsibility to respect human rights in our own operations and to not knowingly contribute to the violations of human rights by other parties. To that end, our commitment to human rights applies to all Delta operations and to full-time, part-time, and temporary Delta employees and independent contractors. It also applies to any subsidiaries or joint ventures where Delta has a majority interest or management control; in those instances where Delta does not have a majority interest or management control, we encourage our business partners to abide by the principles in this Policy.

Legal Compliance

We adhere to all applicable local, national, and supranational laws and regulations relating to and impacting the exercise of human rights. In those situations where there is no law or regulation covering a particular situation or where conflicts exist between Delta’s policies and such laws and regulations, we endeavour to operate in accordance with the principles of this Policy, while continuing to respect the laws and regulations of our host country. Should there be differences between the content of this Policy and national laws or other applicable standards, the more stringent requirements shall apply.

Implementation

The implementation of this Policy is coordinated with other relevant policies, including the Code of Business Conduct, the Anti-Corruption Policy, the Responsible Sourcing Policy, the Environmental Policy, the Responsible Drinking Policy, and the Responsible Marketing & Communications Code. The Policy will be communicated in the appropriate language to all our employees and contractors through education and training programs in order to raise awareness of specific behaviours and actions that might lead to or result in human rights violations. All employees are expected to report activity that they believe is or might be a violation of this Policy to line managers or directly through the anonymous reporting mechanisms outlined in Delta’s Code of Business Conduct. These include Tip off anonymous platforms, as well as toll-free whistle-blowing lines.

Assessment

Delta will assess the compliance of its operating units with its human rights commitments by implementing due-diligence mechanisms, including self-assessment questionnaires and auditing protocols, as appropriate. We work to engage with external stakeholders, including governments and suppliers, on issues that impact human rights and reports on our efforts to support human rights in the context of the UN Global Compact principles annually via our Global Citizenship Report. To ensure its continued relevance and effectiveness, the Policy will be periodically reviewed and, when necessary, modified.

- 1. <http://www.un.org/en/documents/udhr/>
- 2. <http://www.ilo.org/declaration/lang--en/index.htm>

Human Rights Principles

The following human rights principles are those which Delta Corporation considers the most significant within its realm of influence.

CHILD LABOUR

Delta prohibits the employment and exploitation of children within its facilities and will not engage in or support the use of child labour, except for government-approved apprenticeship programs.

FORCED LABOUR AND FREEDOM OF MOVEMENT

Delta prohibits all forms of forced or compulsory labour and thus all employment relationships must be voluntary in nature. The use of prison labour or indentured or bonded labour is strictly forbidden, and workers should not be required to relinquish identity papers, passports, or work permits as a condition of employment. Similarly, workers are free to withdraw from the employment relationship with reasonable notice and are allowed to leave the work premises off-shift.

FREEDOM OF ASSOCIATION

Delta supports the right of all its workers to form and join trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests. In addition, Delta does not discriminate in any way against workers that choose to form or join trade unions, or against those workers that choose not to form or join trade unions. In those countries and/or situations in which the legal system prohibits or severely restricts the right of freedom of association, Delta will support, within the framework of applicable laws and regulations, the establishment of alternative means to facilitate the effective representation of workers interests and communication between workers and management.

DISCRIMINATION AND HARASSMENT

Delta prohibits all forms of discrimination based on, but not limited to, race, religion, gender, age, political opinion, national extraction, and social origin. Hiring and employment decisions, including those related to compensation, benefits, promotion, training, discipline, and termination, are made solely on the basis of the skill, ability, and performance of workers. Delta prohibits all forms of physical, verbal, and written harassment, and will not engage in corporal punishment or take disciplinary-related deductions from workers’ pay.

WORKING HOURS AND COMPENSATION/ ADEQUATE STANDARD OF LIVING

Delta respects the need for workers to have a balance between work and leisure. Working hours and overtime shall comply with applicable wage, work hours, overtime and benefits laws and regulations. All workers shall generally receive at least one continuous 24-hour rest period during a seven-day work period, and an annual leave period shall be provided to every employee regardless of whether or not it is mandated in local or national law. Delta strives to provide workers with a pay and benefits package that supports an adequate standard of living. Wages and benefits shall be equal or superior to the applicable minimum legal and regulatory requirements.

WORKPLACE SAFETY AND HEALTH

Delta strives to ensure high standards of occupational health and safety throughout the organization. We strive to prevent all accidents, injuries, and occupational illnesses within our operations through management leadership and employee involvement. We are committed to complying with all applicable health and safety laws and regulations, company standards and other requirements to which we subscribe and apply responsible standards where local laws and regulations may not meet our minimum standards.

SECURITY

Delta is committed to fostering and maintaining a secure workplace for all employees and protecting employees, visitors and assets with reasonable and responsible security systems, measures and procedures in all facilities and events. We recognize, and embrace, internationally recognized human rights standards and ensure compliance with all jurisdictional laws and regulations in the carrying out of our company’s security responsibilities.