



IMPLEMENTATION OF THE VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

2024 Report

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I. Executive Summary

Dinant remains firmly committed to integrating the Voluntary Principles on Security and Human Rights (VPs) into all aspects of its business operations. Since proactively adopting these principles in 2013, Dinant has continuously refined and improved its approach, embedding human rights considerations into security practices, corporate governance, and stakeholder relations.

In 2024, Dinant significantly expanded its Voluntary Principles Implementation Program. The Company provided comprehensive training to 1,556 stakeholders, including direct employees, security personnel, third-party security providers, and local community members. These efforts, aligned with Dinant's robust internal policies and protocols, have strengthened the culture of accountability and transparency across all operations.

A critical challenge remains the escalating illegal invasions and occupations of private lands in the Aguán and Leán Valleys, with over 50% of Dinant's palm plantations currently occupied unlawfully. These invasions pose significant safety risks to employees and result in substantial economic losses for the Company, its employees, and the wider community. Despite continuous engagement with Honduran law enforcement and senior government officials, responses have been limited and inconsistent. Addressing this issue remains a top priority.

External validation through independent audits by Foley Hoag LLP has affirmed Dinant's adherence to the Voluntary Principles, while identifying areas for ongoing improvement, all of which Dinant has proactively addressed. The company has enhanced its community dialogue, regional grievance mechanisms, and stakeholder engagement practices to maintain trust and mitigate potential conflicts.

Looking ahead, Dinant's priorities for 2025 include:

- Expanding stakeholder and community engagement, with training reaching wider audiences.
- Collaborating constructively with a range of stakeholders, particularly with NGOs, communities, and government bodies, to end land invasions and resolve the shortage of land experienced by small scale farmers.
- Intensifying efforts to encourage the Honduran government to become members of the Voluntary Principles Initiative.

Dinant remains dedicated to safeguarding human rights, ensuring ethical security practices, and actively contributing to sustainable community development.

II. Commitment to the Voluntary Principles

The implementation of the Voluntary Principles on Security and Human Rights represents an ongoing and evolving process to which Dinant (the "Company") is firmly and unwaveringly committed. Throughout its operations, the Company has consistently demonstrated its dedication to integrating these principles into its security practices and corporate culture, reinforcing its respect for human rights and its pursuit of responsible business conduct.

Dinant is a Honduran company founded in 1960, specializing in the manufacturing and distribution of consumer-packaged goods ("CPG"). The Company operates across six primary business divisions: Snacks, Edible oil and Margarine, Foods, Household Care Products, Personal Care Products, and Agribusiness.



Dinant's manufacturing operations are strategically distributed throughout Honduras, encompassing crop cultivation activities in Comayagua; palm oil extraction and cultivation operations in the Leán and Aguán Valleys; and CPG manufacturing facilities in San Pedro Sula, Choloma, Comayagua, and the Aguán Valley.

Additionally, Dinant maintains a robust sales and distribution network across Honduras and extends its presence to international markets, including Guatemala, El Salvador, Nicaragua, Costa Rica, and the Dominican Republic. The Company's corporate headquarters are based in Tegucigalpa, the capital city of Honduras.



Dinant's Operations Map

Dinant's business model is firmly rooted in the principles of sustainability, with a strong emphasis on the three Environment, Social, and Governance ("ESG") pillars. These pillars serve as a framework guiding the Company's business practices, which prioritize respect for nationally and internationally recognized human rights, the sustainable development of products and management of resources, active engagement and support of local communities, promotion of workforce well-being, and the implementation of responsible security practices.

In addition to its active participation in the Voluntary Principles Initiative ("VPI" or "the Initiative"), Dinant is a proud member of several organizations dedicated to human rights and sustainability, including Banco de Alimentos (operating throughout Central America and the Dominican Republic), the Honduran Foundation for Corporate Social Responsibility (*Fundación Hondureña de Responsabilidad Social Empresarial*), and the Central American Business Alliance for Sustainability (*Alianza Empresarial para la Sostenibilidad en Centroamérica*).

Dinant is consistently recognized with awards that distinguish it as one of the most attractive companies to work for, as well as achieving high rankings in studies such as

Top of Mind (“TOM”), which measures the perceptions of employees aged 18 to 35 regarding their organizations and identifies the leading companies in employer branding.

The Company is also widely respected as a major source of employment, providing over 8,500 direct jobs across the region. Dinant’s commitment to operational excellence is further demonstrated through prestigious certifications, including the Business Alliance for Secure Commerce (“BASC”) certification, and three certifications from the International Organization for Standardization (“ISO”): ISO 9001 for Quality Management Systems, ISO 45001 for Occupational Health and Safety Management, and ISO 14001 for Environmental Management Systems. Additionally, Dinant holds two certifications under the International Sustainability and Carbon Certification (“ISCC”) system: ISCC EU, recognized by the European Commission for compliance with sustainability criteria related to biofuels and bioliquids; and ISCC PLUS, which certifies sustainable practices across plastics, chemicals, food, feed markets, and biofuels outside the European Union and the United Kingdom.

Since 2013, Dinant has demonstrated a strong and enduring commitment to the implementation of the VPs across the various sectors and regions in which it operates. Although companies outside the extractive industries were not eligible for membership in the Initiative at that time, Dinant recognized the VPs for best practices in ethical business conduct and security operations and proactively chose to adopt and promote them. From the outset, the Company has actively advocated for the VPs through public platforms and within the Honduran business community, positioning itself as a leader in responsible corporate practices.

In alignment with this commitment, Dinant has developed and implemented a series of internal initiatives designed to institutionalize the VPs across its operations. In 2017, the Company’s Social Team conducted formal training sessions on the VPs for all employees, alongside the establishment of a compliance monitoring system for its VPs Implementation Program. These training efforts have been maintained through annual refresher sessions to reinforce understanding and application. Dinant’s binding public commitment to ethical behavior and respect for human rights is prominently displayed at all its facilities, operational sites, and offices throughout Honduras. Furthermore, all contractors, including private security service providers, are required to adopt the VPs and to ensure their personnel are fully trained on their implementation, including guidance on the right use of force.

Since 2020, Dinant has implemented mandatory online training programs designed to support and uphold the Company’s adherence to internationally recognized standards in quality management, environmental management system, and social responsibility. These training modules form an integral part of Dinant’s broader compliance framework and include instruction on the Dinant’s Code of Ethics as well as its Voluntary Principles Implementation Program. The principal objective of this initiative is to ensure that all personnel, across all levels of the organization, possess a thorough understanding of the VPs, and the role they play in guiding responsible business conduct.

As part of its onboarding process, Dinant developed a structured, one-hour induction course specifically tailored for new employees. This course introduces the foundational concepts of the VPs, the Company’s commitment to human rights, and the expectations placed on every member of the organization to uphold these values in daily operations.

In parallel, Dinant continues to deliver targeted training sessions for existing employees and contracted security. These sessions provide in-depth instruction on the nature and purpose of the Voluntary Principles, Dinant’s internal mechanisms for their implementation, and the operational guidelines surrounding the proportionate use of force—particularly relevant to those in security-related roles.

Dinant recognizes that effective implementation of the Voluntary Principles requires the active involvement not only of its direct employees but also of a broader network of external stakeholders. Considering this, the Company is developing targeted outreach and education initiatives designed to raise awareness and promote a clear understanding of the VPs among key groups, including local community members, subcontracted security, and representatives of both local and national government institutions. By extending its training efforts beyond the internal workforce, Dinant reinforces its commitment to integrating the Voluntary Principles into every level of its operations and embedding them as a fundamental component of its corporate culture and governance practices.

VPs Training 2024 on Stakeholders		
Stakeholders	Female	Male
Security Employees	6	59
Third- party Security	5	93
Employees	230	296
Community members	500	225
Others	16	126
TOTAL	757	799
	1,556	

Table 1 shows the VPs training on stakeholders 2024

In addition to comprehensive training on the VPs, Dinant’s security personnel also receive instruction on a range of complementary standards and procedures aimed at strengthening operational effectiveness and compliance. This includes training aligned with the Business Alliance for Secure Commerce (“BASC”) Certification Standards, which focus on international supply chain security, as well as Dinant’s internal Security Protocols, Corporate Security Policy, and Risk Control measures. These programs are designed to ensure that all security staff are fully equipped to operate within a framework of legality, transparency, and accountability, while upholding the Company’s commitment to protecting human rights and promoting a safe environment for all stakeholders.

Trainings on Security Employees	
Site	# Trainees
San Pedro Sula	266
Tegucigalpa	33
Comayagua	35
Lean	183
Aguán	532

Table 2 shows the trainings on Security Personnel 2024

Dinant understands that the VPs are universal. The guidelines are sound business practices that any company can adopt for its benefit and for the benefit of local communities impacted by the company's operations. The VPs can also be adopted by the host country's public security forces. From the beginning of its VPs implementation program, Dinant has considered it crucial that all members of the Dinant Team understand and fully commit to the principles' effective implementation. The Company has ensured that all its workforce, ranging from employees working in the field to middle management and senior executives, are trained with respect to the Company's VPs commitments. The training program has always had the full support and direct involvement of the Dinant's Executive President.

To properly maintain a good relationship with the communities, Dinant has a well-developed Grievance Resolution Mechanism ("GRM"), established in consultation with local communities at each major installation. This involves firm procedures that include special provisions for allegations of human rights abuse and protecting the confidentiality of anyone making such allegations. The GRM has been disseminated to all employees and to neighboring villages.

There are four different ways to bring issues to the attention of Dinant for resolution: "Tip Boxes" located in easily accessible places in the communities, through the email mdrc@dinant.com, directly with the Social Team, and through the website [Dinant - GRM Contact](#). These methods all include human rights allegations logs which are used to ensure that complaints can be made anonymously and confidentially. Employees from the Social Team have also been trained to handle a wide variety of situations. To date, Dinant has yet to receive an allegation through the GRM of any human rights abuse committed by a Dinant employee, contractor, or affiliate.

Dinant is committed to the pursuit of sustainable operations, actively managing social value, environmental responsibility, and economic viability towards the growth and expansion of the business. Our Sustainability Policy is based on the following nine pillars.

1. Respect for human rights and relations with workers and communities
2. Occupational Health and Safety
3. Conservation and Protection of the Environment
4. Code of Ethics
5. Social Responsibility
6. Labor Administration
7. Control and Security
8. Quality and Safety
9. Supply Chain and Traceability

Corporate Sustainability Policy



Above: The Corporate Sustainability Policy

The Company has closely followed the evolution of the VPs and monitored the changes and evolving guidance to ensure it remains compliant with the spirit, as well as the letter, of the Governance Rules.

In addition, Dinant is reprinting handout flyers regarding the VPs for each major worksite. This information is provided in Spanish and English. The flyers are also provided to the local communities during meetings with the Social Team members.



¿Any doubt or suggestion?
Lourdes López
 Social Liaison/ lourdes.lopez@dinant.com

Pg.4



Voluntary Principles on Security & Human Rights Program

Promoting respect for Human
Rights is a primary interest in
DINANT

Pg.1

Supporting Human Rights means:



Reduce the
likelihood of
lawsuits



Improve
reputational
image



Improve
community
relations

Ignoring Human Rights increases business risks:

Operational risks	<ul style="list-style-type: none"> • Blockades, strikes, protests • Vandalism, sabotage
Reputational risks	<ul style="list-style-type: none"> • Pressure and shame on employees and shareholders • Negative media attention
Legal risks	<ul style="list-style-type: none"> • Lawsuits for violation of norms and human rights

Pg.2

What must I comply?

Treat others with respect and
professionalism



Participate in community relations
training

Read and comply with the Voluntary
Principles on Security
and Human Rights



improve relations with public
and private security forces

**The
Voluntary
Principles
help us to:**

To build relationships with
organizations that intercede with
the community

Improving relations with the
community (community
engagement)

Pg.3

Pictured above are the flyers that are found in Dinant's facilities and shared with local communities. They explain how to implement and promote the Voluntary Principles. This example is from distributed in the Aguan region.

Dinant has actively participated in multiple Annual Plenary Sessions of the Voluntary Principles, reflecting its ongoing engagement and commitment to the initiative. The Company has been represented in key sessions held in Bogotá, Colombia (April 2016); Washington, D.C., United States (2018); and London, United Kingdom (2019). During the global shift to virtual formats due to the COVID-19 pandemic, Dinant continued its participation in the electronically held plenary meetings of April 2020 and March 2021.

In 2023, the Company was once again present at the Annual Plenary Session in London, where a Dinant representative delivered a formal presentation highlighting the Company's sustained efforts to implement the VPs across its operations. Dinant also took part in the 2024 Plenary Session in Washington, D.C., where its representatives engaged in a series of constructive meetings organized by the VPs Initiative. The Company was also given the opportunity to present its progress, share practical insights, and reaffirm its commitment to human rights and responsible security practices.

Dinant has made continuing and significant efforts to engage with the Government of Honduras and the Honduran Public Security Forces regarding the VPs. In addition, Dinant has worked with the Honduran Human Rights Commission both at the local and national level to address human rights concerns. Dinant has shared copies of the VPs with government ministries, legal authorities, police and military commanders, and other senior officials of the Honduran Government. The Company takes every opportunity to encourage the Government to engage in discussions with the VPI about joining as a country member.

Although the NGO community in Honduras is generally more focused on environmental and labor issues than human rights, Dinant continues to reach out to organizations, including those traditionally less sympathetic to private corporations, to open dialog and develop processes to advance and strengthen peace in Honduras, especially in the Aguán Valley. While the response has been disappointing, the Company keeps the door open.

Dinant has been invited to share its experience implementing the VPs in several public forums. The Company has twice been invited by the United Kingdom's Embassy for Honduras and Guatemala to participate in public programs on human rights in Honduras and Guatemala. The International Finance Corporation ("IFC") included Dinant in three forums - in Washington D.C., in Guatemala City, Guatemala, and in Tegucigalpa, Honduras -- to discuss Dinant's success in implementing its human rights policies and VPs and how Dinant faced challenges related to the illegal and sometimes violent invasions of its land.

We attended an event focused on the relevance of capacity building for the IFC's clients. This forum included representatives of most of Honduras's banks. Among many issues, Dinant was able to explain to the banks' representatives how it used the VPs as an opportunity to enhance the Company's performance in demonstrating respect for human rights and strengthen its reputation.

The Company has shared experiences and commitments at different meetings with institutions such as Consejo Hondureño de la Empresa Privada ("COHEP") and the National Industrials Association/Asociación Nacional de Industriales ("ANDI").

In 2019, and again in 2020, Dinant sent letters to all suppliers and contractors to make them aware that compliance with the Company's policies, including its Human Rights Policy, was mandatory.

As part of Dinant's ongoing implementation of the Voluntary Principles, the Company's Social Team conducts annual meetings with members of neighboring communities, including local leaders and representatives of community councils (patronatos). These sessions serve as a platform for transparent dialogue, during which Dinant shares updates on the progress of its implementation efforts, responds to questions, and invites constructive feedback from community members. Attendees are encouraged to express their concerns, observations, or suggestions regarding the Dinant's operations. These meetings play a vital role in strengthening trust and reinforcing open communication between Dinant and the communities near the operational sites. Through this ongoing engagement, Dinant not only reaffirms its commitment to the Voluntary Principles but also fosters a collaborative relationship that supports conflict prevention, mutual understanding, and long-term community development.

Given Dinant's comprehensive sustainability program, the Company has already conducted an Environmental and Social Impact Assessment (ESIA) for its palm oil operations. In previous years, we present the ESIA to 17 communities in the Lean Valley and 21 communities in the Aguan Valley through public assemblies and open forums. For 2025, we plan to conduct a new ESIA to ensure we continue validating the evolving needs of local communities and reinforcing our role as a committed ally. Based on insights from these engagements, we define mitigation and monitoring plans and allocate essential budget resources to effectively implement them. This helps reduce potential adverse impacts that could escalate into conflict. The follow-up and implementation of earlier mitigation plans continue to prove effective in minimizing the risk of misunderstandings and fostering constructive relationships.

This ongoing process also includes dialogue around the implementation of the Voluntary Principles on Security and Human Rights (VPs). Dinant consistently shares its experience with the VPs program and remains open to feedback and improvements to enhance its performance.

To validate Dinant's commitment to implement the Voluntary Principles, the Company was audited by Gare Smith and Isa Mirza, two experienced human rights assessors from the law firm Foley Hoag LLP, in July 2022. This was accomplished for the purpose of receiving independent, third-party feedback and recommendations for improvement. The audit was conducted in Honduras at Dinant's palm farms and processing facilities.

The assessors' methodology was predicated on the identification and remediation of human rights harms pursuant to the U.N. Guiding Principles on Business and Human Rights ("UNGPs"). The Assessment's conclusions verified Dinant's commitment to the VPs and highlighted the Company's extensive efforts to implement them through best practices. The Assessment also found some areas for improvement and offered recommendations by which to close gaps. Dinant has since addressed each of these recommendations.

One of the most significant and persistent challenges Dinant faces today is the ongoing illegal occupation of its land, a situation that began in 2018 and has steadily escalated

over the years. Trespassers have unlawfully seized large portions of the Company's property in the Aguán and Leán Valleys, illegally harvesting and selling Dinant's palm fruits. In addition to the substantial financial losses incurred, these invasions have created serious safety risks for Dinant employees, as many of the trespassers are armed and have demonstrated violent behavior. In the face of repeated and provocative assaults, Dinant has steadfastly maintained its commitment to nonviolence and confined its responses to legal action within the boundaries of the Honduran legal system. Dinant's consistent efforts to seek support from law enforcement authorities, and the Company's full compliance in providing documented proof of legal land ownership, responses from police forces have often been delayed, inconsistent, or entirely absent.

The protection of Dinant's land and operational assets remains one of the Company's highest strategic priorities. This year, the situation has become particularly critical, with a notable increase in the number and scale of land invasions. As of today, over 50% of Dinant's oil palm plantations are under illegal occupation, and access to these areas is severely restricted due to ongoing security threats. The Company is actively pursuing a long-term, lawful, and sustainable resolution to this issue, and continues to explore all avenues legal, institutional, and community based to restore access, ensure the safety of its employees, and uphold the rule of law in the regions where it operates.

We have also reached out to the Honduran President, Xiomara Castro, and numerous senior government officials about the challenge, and even though there have been some efforts from them, the issue has yet to be resolved.

Dinant is seeking to do the best it can in an exceedingly dangerous situation. Most importantly, the Company has been seeking to provide a safe environment for all members of Dinant's workforce. This includes updating the Risk Assessment, ensuring that the security guards receive continuous training, and providing protective equipment for the guards themselves.

III. Policies, Procedures, and Related Activities

Dinant has put in place robust Human Rights and Security Policies. Such policies are part of Dinant's overall sustainability policy. All the Company's policies are open to revision when needed and are updated at least once a year. Dinant policies related to Human Rights can be found at the following links:

Sustainability Policy (Spanish): [Dinant - Sustainability Policy Spanish](#)

Sustainability Policy (English): [Dinant - Sustainability Policy English](#)

Security Policy (Spanish): [Dinant - Security Policy Spanish](#)

Security Policy (English): [Dinant - Security Policy English](#)

Human Rights Policy (Spanish): [Dinant - Human Rights Policy Spanish](#)

Human Rights Policy (English): [Dinant - Human Rights Policy English](#)

Dinant provides extensive and continuous training to employees, in addition to its commitment to the Voluntary Principles. For example, the Company's Gender-Based Violence Prevention program, one of the first of its kind in Honduras, trains employees, community members, and other stakeholders on the various forms of violence and provides them the tools to prevent or report such incidents when necessary. In 2024, we successfully trained a total of **717 women**, completing over 800 hours of instruction; 77 of these participants were from surrounding communities, including Puerto Castilla, an Indigenous community that is part of our supply chain.

Dinant has assigned responsibility to the social liaison staff to conduct VPs training for all Company employees, community members, and other stakeholders. To undertake this role, the social liaison staff was trained and certified by the Human Rights consultant to ensure they have the skills to deliver such training. In addition, the social liaison staff is responsible to report their efforts and any challenges they may face to the Sustainability Manager, who in turn reports directly to the Corporate Communications & Sustainability Director who has full access to the Company's Executive President. The social staff is . separated from operational positions to ensure there is independent monitoring and quality assurance of the training standards and solutions are provided for the implementation process to be successful. Discussion forums among the social staff are in place to exchange experiences on how to face challenges at the various Company locations.

Dinant's training for the VPs consist of seven training modules which in general cover the following:

1. Introduction to the Voluntary Principles.

This training module includes:

- a. An introduction to the Voluntary Principles.
- b. Explanation on why the VPs represent Dinant's core values.
- c. Provision of a critical guide for navigating through the dilemmas of today's challenging security environment.
- d. The international environment.
- e. The evolving international human rights framework.
- f. How the current environment can lead to human rights violations or their allegations.
- g. What the VP'S are and the business case for them.
- h. History of Dinant's involvement with VPs.
- i. Responsibilities for implementing the VPs.

2. Implementation and Risk Assessment.

This training module includes:

- a. Discussion on implementation of the VPs at site.
- b. Explanation of what a risk assessment should deliver.
- c. How to deliver the best value to the business unit.
- d. The difference between a security risk assessment and other forms of risk management
- e. The strengths and benefits of a comprehensive risk assessment.
- f. Common pitfalls of risk assessments.
- g. How a good risk assessment supports the overall security strategy and validates security resource requirements.

3. Role of Public Security Forces in Site Security.

This training module includes:

- a. Discussion of the involvement of the public security forces in Company security and the dilemmas associated with that involvement.
- b. Public security force types, capabilities, and roles.
- c. Human rights risks associated with their involvement.
- d. Dealing with the risks through engagement, management of support, and training.

4. Public Security Forces –Managing the Relationship.

This training module includes:

- a. Discussion on the Company's responsibilities for managing the relationship with the public security forces as outlined in the VPs.
- b. Outlines techniques, drawn from industry experience, for successfully managing this always sensitive and sometimes difficult relationship.

5. Role of Private Security Forces in Site Security.

This training module includes:

- a. Private security and Company standards, national law, and best practice.
- b. Role and conduct.
- c. Vetting a provider and guard background.
- d. Contract provisions.
- e. Level of professionalism with firearms and use of force.
- f. Use of force standards and policies.
- g. Monitoring private security's performance.
- h. Recording and investigating abuse allegations and use of force incidents.

6. Private Security Forces – Managing the Relationship.

This training module includes:

- a. Discussion on the Company's responsibilities for managing the relationship with private security as outlined in the VPss.
- b. Discussion on management of the Company's relationship through contract structure, careful screening, and active oversight to ensure reliable performance and to minimize the risk of human rights violations.

7. Special Management Issues, Investigations, Reporting, Stakeholder Engagement.

This training module includes:

- a. Outline Dinant's responsibilities and recommend procedures for Investigation allegations of human rights abuses.
- b. List some effective ways to capture grievances, including allegations of abuse.
- c. Outline procedures to protect confidentiality.
- d. Recommend a reporting system that captures allegations.
- e. Suggest ways to report the results of the preliminary inquiry to the appropriate officials.
- f. Explain the principles of stakeholder engagement.
- g. Identify the main security and human rights stakeholders.
- h. Discuss stakeholder interests and equities.

Training is delivered by Social Team and Human Resources professionals to Dinant's employees in all major Honduran operational sites:

- The consumer goods products manufacturing and operational facilities in the Comayagua Valley, which include the Foods and Home Care products, the green houses facilities, and the fresh vegetables packaging facility.
- The Snacks manufacturing facility and main distribution center in San Pedro Sula City.
- The Bleach products manufacturing in Choloma City.

- The Oil Palm Extraction Mill and Oil Palm Plantations in the Lean Valley.
- The Oil Palm Extraction Mill and Oil Palm Plantations, as well as the Fats & Edible Oils manufacturing facility in the Aguán Valley.

Training is also provided to Dinant Staff at the Corporate offices in Tegucigalpa.



Training of Dinant's security staff on the Voluntary Principles

We have continuous training of Dinant's security staff on implementing the VPs at all operational sites, including the Oil Palm mills. This has proven to be effective to make sure local management, as well as local security leaders, are aware of the Corporation's mandate to implement the VPs at all Company's operations. At Dinant's main operational facilities, a copy of the Company's sustainability policies, which includes the Human Rights Policy, is posted in public locations available to the staff. Posters and short procedure descriptions on sensitive issues (for example the correct use of force) and about the Company's VPs program are visible to everyone.

Training in local communities

Training is an essential means by which Dinant shares the importance of the Voluntary Principles Initiative. This also allows the Company to inform local communities how Dinant's security force works.

In 2025, Dinant sought to share the VP's with as many individuals as possible. The social staff located at every major site, arranged meetings with community leaders, teachers, and members of the communities.

On - Site Trainings on VPs 2024		
SITE	Training Hours	Total Participants
COMAYAGUA	683	683
LEÁN	346	290
AGUÁN	531	485
SPS	154	98
TOTAL	1,714	1,556

Table 3 shows the VPs training on all Dinant's site, including female and male, with a total of 850 participants.

IV. Risk Assessment

From the initial stages of Dinant's implementation process, the Company has worked on a continuing basis on the VPs Risk Assessment.

In general, all threats are to be considered, regardless of their origin. A threat can be related to operational hazards, environmental, social, security, or human rights issues.

Dinant's risk assessment process covers the following elements:

1. Threat identification and registration of each in the risk matrix.
2. Vulnerability Assessment.
3. Risk analysis, stemming from two variables: Probability on the X axis, and Consequence on the Y axis on a matrix chart.
4. Defining strategies to:
 - a. Deter
 - b. Deflect
 - c. Mitigate
 - d. Recover
5. List of Feasible Measures (Mitigation Action Plan).
6. Determine Resources – Cost/Benefit Analysis.
7. Decision to commit resources.
8. Allocation of:
 - a. Responsibilities for each mitigation measure
 - b. Resources required to deliver the measure (personnel, equipment, procedures, budget)
 - c. Time required to fully implement the mitigation measure (when will it be in place)
9. Once the mitigation plan is set in motion, the responsible staff members are required to re-evaluate their progress on a regular basis to deliver successful risk mitigation with their site manager or their senior Dinant manager.

In accordance with the Company's policies, all Risk Assessment processes must be validated at the highest corporate position within the Company, which helps strengthen the implementation process and ensures delivery of the plan.

The current risk assessments remain confidential. However, the methodology and process used to conduct them are outlined above and are updated annually, or whenever there is a significant change in operations.

Mechanism to report security-related incidents with human rights implications

Dinant continues to use the same reporting and monitoring process described in previous reports. Any allegation of human rights abuses committed by Dinant, especially by Dinant security, are immediately reported and investigated. Private security contract providers are required to conduct their own internal investigation and provide a copy to Dinant. In addition, Dinant Security uses specially dedicated and trained investigators to conduct an on-the-spot investigation of the incident, interview any witnesses, gather, and retain any physical evidence and provide unrestricted access to the appropriate Honduran

authorities (police and Ministerio Publico [National General Attorney equivalent]) for their inquiries.

This process is detailed in an Investigation Manual which is reviewed and updated periodically to ensure it remains consistent with Honduran law and Best Practices. Dinant is in the process of training all security personnel in critical parts of the investigation manual such as securing a crime scene, identifying witnesses for later interview, and maintaining calm in the area when possible.

Dinant refers allegations of misconduct or criminal behavior to the Corporate Ethics Committee, chaired by the Chief Legal Officer.

In all cases where a report is generated and criminal allegations are made, Dinant must follow up through the appropriate channels. For actions by the Honduran National Police (“HNP”), the Security Manager uses his regular consultations with HNP commanders to check on the status of open cases. The Chief Legal Officer has the responsibility to maintain liaison with the Ministerio Publico, UMBIVA (the Task Force for investigation of crimes in the Agua region), and the Honduran courts. In both situations, the follow up inquiries depend on the status of each case or incident.

As of the cutoff date for this report, there are no pending cases against Dinant.

Vetting procedures for security professionals

All personnel employed in security-related positions or positions of the highest trust must pass a vetting procedure that includes, but is not limited to, a police background report that certifies the individual is not wanted for any criminal activity. In selected cases, the individual must also undergo a polygraph test that conforms to international security industry best practices and procedures. These are described in the Company Polygraph Procedure. No one rejected or dismissed solely on the basis of the polygraph. Rather, areas of concern are indications of the need for further inquiry and clarification by the subject.

Contract security providers (guards and guard supervisors) are held to the same standard. In addition, all security provider companies are required by contract to accept Dinant’s policies on Human Rights, Ethics and Security. Companies must agree to accept the Voluntary Principles and train their management personnel in the implementation process.

V. Country Implementation

While Honduras has not yet decided to pursue membership in the VPI, Dinant has benefitted from engagement with diplomatic representatives of other Government Pillar members such as the United States and the United Kingdom.

At the same time, Dinant has actively encouraged the Government of Honduras to become a Participant Member. To this end, Dinant sent letters to former President Juan Orlando Hernandez describing the Company's positive experiences implementing the VPs and urging him to put forward Honduras as a candidate to join the Initiative. Since the inauguration of President Castro, Dinant has redoubled its efforts to this end and has increased its outreach to public security forces. Dinant has met frequently with the Castro Government's Minister of Security and encouraged the Castro Government to pursue membership in the VPIs. Although our efforts have not borne fruit to date, Dinant will continue to encourage the Government of Honduras to participate in the VPI.

Dinant regularly promotes the Voluntary Principles Initiative with organizations in the business community, including ANDI and COHEP, Honduras's largest business organizations, as well as local private organizations like the Honduran CSR Foundation, Fundación Hondureña de Responsabilidad Social Empresarial ("FUNDAHRSE"), where various private companies are involved members.

The Company is an active member in ANDI's National Action Plan, which aims to ensure that every company in Honduras, public or private, big, or small, abides by the UNGPs. Dinant is also an active member of the Human Rights Committee for ANDI and participates in forums and training on Human Rights and Due Diligence.

VI. Lessons Learned

1. The importance of multi-stakeholder engagement

In line with the VPs, the Company recognizes that fostering constructive relationships with local communities, civil society organizations, and government representatives is not only a best practice, but a necessary component of responsible operations. Regular dialogue with community leaders, including formal patronatos and informal influencers, provides a platform for mutual understanding, the identification of community needs, and the early detection of emerging tensions. These engagements are not limited to crisis response but form part of Dinant's ongoing commitment to transparency, human rights due diligence, and respect for local dynamics. Through collaborative problem-solving and participatory communication, the Company continues to build trust and strengthen its social license to operate.

2. Operational resilience and contingency planning

The increasing complexity of land invasions has underscored the importance of comprehensive contingency planning and operational resilience. Dinant has implemented a business continuity framework that enables the Company to maintain critical operations even amid severe disruptions, such as the restricted access to over 50% of its oil palm plantations. This framework includes scenario-based risk assessments and crisis response protocols. Training programs for key personnel, cross-functional readiness, and secure communication systems further support the Company's capacity to respond swiftly and safely. In line with the Voluntary Principles, the Company's contingency strategies are informed by both security considerations and respect for human rights—ensuring that the measures taken to protect assets and staff do not compromise the rights or safety of surrounding communities. Dinant continues to refine these systems to safeguard operational integrity while reinforcing its broader commitment to ethical business practices.

3. Ensuring security measures must respect Human Rights

Dinant has developed and implemented clear protocols for the proportionate use of force, incident reporting, and the protection of civilians and workers in high-risk areas. All security personnel, both internal and third-party, receive mandatory training on the Voluntary Principles, conflict de-escalation techniques, and ethical conduct.

Contracts with private security firms include binding clauses that require compliance with Dinant's Code of Ethics and the VPs Implementation Program. These measures are designed not only to reduce operational risks but to ensure that the Company's protective actions are guided by legality, accountability, and respect for human dignity. Dinant remains committed to embedding human rights standards into every aspect of its security operations and maintains continuous oversight to promote adherence across all levels.