



HUMAN RIGHTS POLICY

Effective July 21, 2025

Purpose and Commitment: MGP Ingredients, Inc. (together with all its majority-owned subsidiaries, including Luxco, Inc., “MGP”) is committed to upholding and promoting internationally recognized human rights across our operations and in our value chain. This Human Rights Policy (this “Policy”) reflects the standards in the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Right to Work, and the principles in MGP’s Code of Conduct. Our commitment reflects our belief that respecting and protecting human rights is essential to fostering the health, safety, well-being, and rights of all individuals involved in our operations and supply chain.

Scope: This Policy applies to all locations where we operate and any facilities we manage.

Human Rights Principles: Respect for human rights is fundamental to how we operate our business, and the following are the cornerstones of our human rights principles.

1. **Safe and healthy workplace.** Safety is a primary concern at MGP. Within our operations, we strive to prevent occupational hazards, accidents, and injuries and to improve the safety and health of our workplace by establishing safety management systems, safety procedures, and safety training programs for our employees. We are committed to providing safe and healthy working conditions in our operations and at any facility we manage, including by providing water, sanitation, and hygiene services as well as safety measures, such as necessary personal protective equipment and safeguards on machinery. We comply with all applicable laws concerning safe and healthy working conditions.
2. **No Discrimination.** We strive to maintain a workplace that is free from discrimination and unlawful harassment and to foster a working environment of mutual respect and professionalism. We do not discriminate on the basis of race; color; religion; creed; national origin or ancestry; ethnicity; sex (including pregnancy and sexual orientation); gender (including gender non-conformity and status as a transgender individual); age; physical or mental disability; citizenship; past, current, or prospective service in the uniformed services; genetic information; or any other characteristic protected by applicable law.
3. **Freedom of Association.** We respect our employees’ right to join, form, or not to join a labor union, to organize, and to bargain collectively without fear of reprisal, intimidation, violence, or harassment.
4. **Freedom from Forced Labor.** We prohibit forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. No one may ever be coerced or deceived, required to pay a fee, or made to surrender their original identification documents to secure employment. We believe that all workers have the right to freely terminate their employment after any legally required notice.
5. **Freedom from Child Labor.** We prohibit the hiring of children younger than and only employ young workers under the age of 18 and above the age of 15 in apprenticeships,

where those workers exceed the local legal definition of a child and where those children are working outside of school hours as defined by compulsory educational laws. We do not expose workers under the age of 18 to hazardous work environments. We verify the age of all employees at the time they are hired.

6. **Wages and Work Hours.** We comply with all applicable laws and collective bargaining agreements with respect to working hours. We compensate all employees, including overtime, in accordance with legal requirements and any applicable collective bargaining agreements.
7. **Rights of Indigenous People.** We respect the rights of indigenous people, particularly as it pertains to their land. We adhere to all applicable laws that pertain to indigenous people and MGP will adequately inform and properly consult indigenous communities in the land acquisition process, in line with the principle of Free, Prior, and Informed Consent.

Vendor and Supplier Expectations

Our Vendor Code of Conduct establishes our expectations regarding human rights for our vendors, suppliers, contractors, and other associated business partners.

Employee Awareness and Training

This Policy will be made available to all MGP employees and MGP employees will receive training related to the topics in this Policy.

Violations

All MGP employees must promptly report actual or potential misconduct that violates this Policy. Any violations of this Policy can be reported by our employees, our vendors, or any other person by contacting MGP's EthicsPoint Hotline at 844-787-0348 (U.S. and Canada) or 0-800-89-0011 followed by 844-787-0348 (U.K.). Online reports can be submitted at mgpingredients.navexone.com (using a mobile device) or at mgpingredients.ethicspoint.com (using a computer). Reports are also accepted by emailing mgplegal@mgpingredients.com.