

Human Rights Policy

At Polarn O. Pyret we recognise our responsibility to operate with respect to human rights. We are committed to ensuring that fundamental rights are respected, and that people are treated with dignity and respect regardless of race, sex, nationality, ethnicity, language, religion, or any other status - in our own operations and in our supply chain.

Through human right due diligence processes we are committed to identify, prevent, and mitigate any human rights violations resulting from or caused by our business activities.

Our human rights policy reflects human rights as defined by;

- the International Bill of Human Rights
- the UN ´s Convention on the Rights of the Child
- the ILO ´s Declaration on Fundamental Principles and Rights at Work
- The UK Modern Slavery Act

Our approach to human rights is based on;

- the UN Guiding Principles on Business and Human Rights (UNGPR)
- the OECD Guidelines for Multinational Enterprises
- the UN Children ´s Rights and Business Principles
- Gender Dimensions of the UN Guiding Principles on Business and Human Rights

Prioritized areas

Labour Rights - We concentrate our efforts on labour conditions in the supply chain where we´ve identified the biggest risk for breach of human rights. Transparency and cascade actions in the complete value chain is crucial. We are committed to remediate adverse human rights impacts that we may cause or contribute to. In case human rights are violated upon by third parties with links to Polarn O. Pyret, we strive to use our leverage together with relevant stakeholders to ensure that those violations are resolved, and future impacts are prevented.

Climate Change - Climate change has major impacts on a wide variety of human rights, including the rights to life, self-determination, development, food, health, water and sanitation and housing. Therefor working on climate impact and reducing our emissions in line with the 1,5-degree pathway is an important aspect also from a human rights perspective.

Children´s Rights – The well-being of children is of the utmost importance to us. It is our responsibility to protect children in vulnerable situations, ensure no child labour in our supply chain, design and produce products that are safe for children to wear as well as tackle climate change and its impacts to ensure a healthy planet where future generation can live.

Stakeholders

Our Employees - Respect of human rights and equal value of all people is one of our fundamental principles. We have zero tolerance for all forms of victimisation, bullying and discrimination. Decisions about employment, career development, salary, terms of employment and disciplinary action should be based on an individual's performance and nothing else. Polarn O. Pyret is and will always be an inclusive and non-discriminatory organisation. All employees no matter of role or location are covered by and must follow *Polarn O Pyrets Code of Ethics*.

Our Suppliers - We recognize our supply chain as the most critical area where breach of human rights may appear. We bear the responsibility of providing safe, fair, and equal working conditions for all people who are involved in the manufacturing of our clothes. Our commitment is manifested in the *Amfori BSCI Code of Conduct* and *Polarn O. Pyret Zero Tolerance Policy*. We secure human rights in the supply chain through risk assessment and applicable follow-up procedures. Actions to manage and address human rights risks and impacts are carried out through dialogue and collaboration with relevant stakeholders, and with support from our audit and remediation program.

Our Customers - Polarn O. Pyret are committed to respect the human rights of customers in all our operating countries. Our focus is to ensure safe products and services, ensure inclusion and responsible advertising of children's garments as well as safe storage of data and the right to privacy as defined in the *Polarn O. Pyret Privacy Policy*.