

# Human Rights Policy

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## 1. Background and purpose

Respect and integrity for all human rights is a core value of Humble Group ('the Group'). We commit to always pursuing the respect and promotion of human rights throughout our value chain.

Humble Group aligns itself with the principles outlined in the [United Nations Guiding Principles on Business and Human Rights](#) and are a voluntary signatory of the [United Nations Global Compact](#) to promote and implement universal sustainability principles and policies in business.

## 2. Audience

The policy applies to all employees within the Group.

Humble Group also calls for all suppliers and business partners outside of our direct business operations to uphold these principles and adopt similar policies within their own businesses – this includes our suppliers, our customers/retailers, and our consumers.

## 3. Policy statement

### 3.1. Our Human Rights Principles

- We commit to offering equal opportunity work and do not tolerate any form of discrimination or harassment. This includes discrimination or harassment on the basis of age, gender, sexual orientation, disability, ethnicity, religion or political opinion.
- We commit to offering a safe, healthy & productive workplace. This includes addressing any potential risks of injury or impact on health.
- We prohibit all forms of forced labor, child labor, modern slavery, and human trafficking.
- We commit to employee compensation that is in line with relative market or industry standards and relative skills or experience. We work to ensure full compliance with local wage and benefit laws.

### 3.2. Stakeholder Engagement

Humble Group recognizes that we are part of something larger, and our business operations have a direct impact on stakeholders, communities, and individuals all over the world. A truly sustainable business will look at thriving communities and systems as a measuring of business success.

We always strive to engage with our stakeholders with the utmost transparency and integrity and recognize that listening and learning is just as fundamental to addressing human rights appropriately.

### 3.3. A Humble approach going forward

We believe that our products bring value and positive benefits to society, particularly in the areas of nutrition and personal care.

We recognize that promoting and protecting all human rights throughout our value chain is an ongoing process which requires constant review and evaluation. We commit to improving our supply chain visibility and increasing the amount of information publicly available through more in-depth reporting on both progress and challenges on an annual basis.

We take a Humble approach by recognizing that the best results often come from collaboration, and actively invite industry peers, suppliers, governments, and organizations to join together to address our collective Human Rights challenges.

## 4. Roles and responsibilities

The Head of Sustainability of Humble Group AB (publ) is the owner of this policy.

The CEO and Board of Directors of Humble Group AB (publ) are ultimately responsible for compliance with this policy and Humble Group's Human Rights commitments.

The CEO of each subsidiary is responsible for implementing the Group Policy Portfolio together with any locally developed policies. This includes ensuring their teams are aware of and consistently trained on the expectations outlined in this **Human Rights Policy**.

## 5. Exceptions

There are no exceptions to this policy.

## 6. Monitoring of compliance

- We have a large and diversified supplier network which plays a critical role in helping us source and produce responsibly. We expect our suppliers to comply with all requirements in our **Supplier Code of Conduct** including environmental, social, and human rights requirements whilst maintaining the utmost quality and safety standards. We operate a zero-tolerance policy with any human rights violations. Humble Group commits to monitoring our **Supplier Code of Conduct** signatory rate and evaluating our suppliers' ability to comply with all requirements.
- We endeavor to always offer workplaces where open and honest communication amongst all employees and stakeholders is valued and respected. If any employee suspects a Human Rights violation, they can submit a report through **Humble Group's Speak Up platform**. The platform is supported by **Humble Group's Speak Up Policy**. No retaliation will be taken against any employee for raising concerns under this policy. Humble Group will investigate, address, and respond to the concerns of employees and will proceed to take any necessary corrective action in response to any violation.