

HUMAN RIGHTS POLICY

BESTSELLER



June 2023

BESTSELLER

BESTSELLER HUMAN RIGHTS POLICY

RESPECTING HUMAN RIGHTS ACROSS OUR VALUE CHAIN

BESTSELLER is committed to respect and promote all human rights across its value chains. BESTSELLER commits to respect all human rights as defined in the International Bill of Human Rights and ILO's core conventions. We commit to the United Nation's Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, as defining frameworks for our efforts to both respect and promote human rights.

Policy objectives:

- Our human rights commitment rests on international standards, regulatory requirements and specific goals defined in our sustainability policy.
- Where national human rights laws differ from international human rights laws or standards, we strive to comply with those laws or standards that are most favourable to affected rightsholders
- We maintain comprehensive policies and procedures to deliver on our pledge to respect and promote human rights through our operations, and we require the same commitment from relevant business partners
- We engage with rightsholders, duty bearers, experts, peers and other relevant stakeholders to continuously identify and assess our salient human rights issues as well as actual and potential impacts
- We collaborate with relevant stakeholders and rightsholders to empower those impacted by our business activities to advance their enjoyment of human rights
- We openly communicate on human rights issues identified, actions taken to prevent and mitigate adverse impacts as well as the results and effectiveness of our efforts
- We seek to remedy situations when our activities cause or contribute to adverse human rights impacts and use our leverage when directly linked to human rights abuses through our dealings with third parties

All BESTSELLER employees are required to:

- Respect and promote human rights by complying with internal policies and procedures and participate in relevant trainings on human rights related topics
- Respect and promote a fair, inclusive and positive working environment that is free from harassment and discrimination in any form
- Speak up through whenever perceiving that present policy is not properly addressed. As a last resort, issues may be raised through [BESTSELLER's Whistleblower Function](#).

CEO & Owner

Anders Holch Povlsen

BESTSELLER