

**BESTSELLER'S
HUMAN RIGHTS POLICY
BESTSELLER SUSTAINABILITY**

November 2018

BESTSELLER®

BESTSELLER'S HUMAN RIGHTS POLICY

BACKGROUND

BESTSELLER's Human Rights Policy is informed by key UN conventions such as the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

OUR POSITION

In BESTSELLER we respect human rights. It is essential to us that our business does not cause or contribute to adverse impacts on human rights and that our business partners respect human rights.

OUR COMMITMENT UNDER THIS POLICY

We continuously seek to identify, prevent, mitigate and avoid causing or contributing to adverse impacts on human rights with regards to our own employees and within our business activities. In the event that we are causing or contributing to adverse impacts on human rights, we will actively engage in remediation. Where adverse impacts happen in a business directly linked to us, we will strive to use our leverage to remedy the situation.

Respect for human rights involves all parts of our value chain, and we acknowledge that we can influence adverse impacts on human rights in all parts of our business, such as from how we act as an employer, to how we work with our suppliers.

OUR EMPLOYEES

BESTSELLER respects the human rights of our employees. This is a fundamental part of our values and motivates our work regarding safe and healthy workplaces, non-discrimination and our focus on maintaining a diverse, inclusive and talented workforce.

We expect that our employees respect human rights. This is stated in our Code of Ethics addressing cultural awareness, non-harassment, diversity and non-discrimination.

OUR SUPPLY CHAIN

In our Code of Conduct and supporting policies addressing human rights, we require our suppliers and their sub-suppliers to respect human rights and labour rights. Based on our Code of Conduct, policies and our social, labour, chemical and environmental minimum standards and programmes, we conduct due diligence in an effort to identify, prevent and mitigate adverse impacts on human rights. We work in close collaboration with our suppliers to drive sustainable development and respect for human rights.

We acknowledge our responsibility to respect human rights but understand our limitations as an individual company. Therefore, we work in collaboration with industry and external partners to promote respect and support of human rights.

COMMUNICATION

In our annual Sustainability Report, our annual Financial Report and our annual statement according to the UK Modern Slavery Act, we communicate about our policies, initiatives and progress within our sustainability work and human rights.

All questions or concerns regarding human rights and BESTSELLER can be directed to BESTSELLER Sustainability: sustainability@bestseller.com or communications@bestseller.com.

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