



# Human rights policy

## Introduction

Ontex is committed to upholding human rights and fully supports the UN Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We interpret our responsibilities to these international instruments through the UN Guiding Principles on Business and Human Rights, recognizing we have a role to play in respecting human rights as well as in remedying any areas where abuse is identified or suspected.

Our Human Rights policy applies to the Ontex Group and sets out our obligations to customers, colleagues and people in our supply chain. Our Supplier Code of Conduct sets out specific commitments and obligations to the people and communities in our supply chain.

This document aims to give an elaboration on the chapter 'Human Rights' in our [Code of Ethics](#).

## Our commitments

We respect human rights. We are committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

- **Child labour**  
We don't engage in the use of child labour, i.e. employing a person under 15 years of age or higher by local law. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.
- **Forced or compulsory labour**  
We prohibit the use of all forms of forced labor, including prison labor, bonded labor, military labor, slave labor and any form of human trafficking
- **Safe & healthy workplace**  
We provide a safe and healthy workplace and comply with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues. More information can be found in our [SHEQ policy](#).
- **Freedom of association & collective bargaining**  
We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.
- **Discrimination**  
We value the diversity of the people with whom we work and the contributions they make (see Company [Values](#)). We have a commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at Ontex is qualifications, performance, skills and experience (see Equal Opportunity Charter). Regardless of personal characteristics or status, we do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to our employees but also to the business partners with whom we work.





- **Disciplinary practices**  
We do not engage in or tolerate any use of corporal punishment, mental or physical coercion or verbal abuse of personnel.
- **Working hours & remuneration**  
We compensate employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.