

Human Rights Policy

June 2024



As a multi-channel retailer we have a responsibility to respect the human rights of our colleagues, our customers, communities that we operate in and for the people who work in our supply chain, wherever they are in the world.

We are fully committed to upholding basic human rights and we fully support both the United Nations Declaration of Human Rights and the International Labour Organisation Core Conventions. We are proud to be members of the Ethical Trading Initiative and also signatories to the United Nations Global Compact. We expect all our suppliers to work to these high standards.

We will investigate any allegations of human rights infringements and take any action deemed appropriate. In addressing human rights issues we consider our potential impacts on the following groups as our priorities:

- Colleagues – We want our people policies to make N Brown Group a great place to work that is fully inclusive.
- Supply chain – We will build strong partnerships with our suppliers to ensure that our products are of the best quality and are responsibly sourced.
- Customers and communities – Our customers want good quality products that have been sourced safely and responsibly. We aim to leave a positive imprint on the areas where we are based.

We aim to address some of the issues faced in human rights in a positive manner. This is a complex area and we believe that openness and responsiveness are essential in the identification and remediation of issues. We also understand that the best way to find solution for these issues is to work proactively in partnership with relevant stakeholders and other retailers.

Our Corporate Social Responsibility Committee will report back regularly to the board and we will also report on our human rights impact in our Annual Report. Key elements of our Human Rights Policy are embedded in our Code of Conduct which is reviewed on a regular basis. We will investigate mechanisms for people within our remit to be able to confidentially report any alleged breaches of our policy. We will report back on progress by using our reporting under the United Nations Global Compact commitments. We will of course also review and amend where necessary both this policy and working practices across the group as and when required