



## Toms Human Rights Policy

### Toms supports and respects human rights:

We support the principles contained within the **United Nations Universal Declaration of Human Rights** and the fundamental labor principles that protect workers' rights, which are defined in the **International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work** (often referred to as the "ILO Core Conventions"). Our support has been an important part of our social responsibility through our commitment to the principles of UN Global Compact since 2006.

Toms is committed to developing a culture and a general conduct of respect and support for human rights and seeks to avoid any adverse human rights impacts through our activities and business relationships.

Our commitment entails that we work continuously to

- integrate human rights considerations and due diligence into our daily business,
- to maintain an open dialogue with our stakeholders,
- to report annually on our progress made to implement human rights principles within the framework of UN Global Compact and in accordance with the Danish legal requirements for sustainability disclosure.
- look for ways to support facilitate respect for human rights within our sphere of influence.
- create transparency about human rights dilemmas and provide the public with all the relevant facts about our conduct through open dialogue.

This commitment applies within our wholly owned operations, as well as to identified high risk areas in our value chains or business relationships.

### Toms Focus:

We believe our main responsibilities lie in a number of critical areas: non-discrimination, employee rights, occupational health and safety and the risk of human rights violations within our supply chain.

#### Non-discrimination

We are against any form of discrimination and expects respect for differences in gender, age, sexual orientation, national origin/ancestry, disability, life situation, beliefs, political affiliation, religion (see Toms' Diversity Policy)

Toms Group expects that respect of these differences exist in the employees' relationship with each other.



### Employee rights

We will live up to internationally accepted standards on basic human rights and core labor standards in line with our commitment to the United Nations Global Compact.

### Occupational health and safety

We will maintain a safe and healthy working place throughout our operations.

### Adverse human rights impacts in our supply chains

Our policy is to identify areas of adverse human rights impacts in existing and new supply chains in order to act appropriately. We will do so through supplier questionnaires, dialogue with suppliers and convening with stakeholders and business peers.

We recognize that although we might not be directly causing or contributing to human rights violations in our supply chains, such as child labour in the cocoa sector, we are still linked to the occurrences and have a responsibility to take preventive and mitigating action.

We strive to implement efforts where we have the leverage to effect change, if not on our own then through multistakeholder initiatives.

We are committed to maintain high ethical standards and a strong culture at Toms.

We continue to engage with stakeholders and peers in order to better understand and address critical issues.

We will ensure that this human rights policy will guide the human rights due diligence process that is necessary for Toms to know and show that it respects human rights.