



Global Human Rights Policy

Introduction

The Company of Animals is committed to respecting and promoting human rights in all aspects of our global operations. We recognise that human rights are universal and fundamental rights that all people are entitled to, regardless of who they are or where they live. This policy outlines our commitment to human rights and serves as a guide for our employees, suppliers, partners, and stakeholders to ensure that our business activities uphold and promote these rights.

Guiding Frameworks

Our Human Rights Policy is informed by internationally recognized standards and frameworks, including:

- The Universal Declaration of Human Rights (UDHR)
- The International Labour Organization (ILO) Core Conventions
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

These frameworks guide our approach to human rights and ensure that our practices are aligned with global best practices.

Our Human Rights Commitments

Dignity and Respect:

We are committed to upholding the dignity and worth of every individual. We do not tolerate any form of harassment, discrimination, or abuse, and we are committed to creating a work environment that fosters respect, inclusion, and equal opportunity.

Prohibition of Forced and Underage Labour:

We strictly prohibit all forms of forced, bonded, or involuntary labour, and we do not engage in or condone underage labour. We are committed to ensuring that all work is conducted voluntarily and under fair and legal conditions.

Non-Discrimination and Equal Opportunity:

We are dedicated to promoting diversity and inclusion across our workforce. We do not discriminate on the basis of race, colour, gender, religion, age, nationality, sexual orientation, gender identity, disability, or any other protected characteristic. We ensure equal opportunities in all aspects of employment, including hiring, promotion, and compensation.

Freedom of Association and Collective Bargaining:

We are committed to engaging in constructive dialogue with employee representatives and to ensuring that workers' rights to organize are respected without fear of retaliation or discrimination.



Safe and Healthy Working Conditions:

The health, safety, and well-being of our employees are paramount. We are committed to providing a safe and healthy work environment and to complying with all applicable health and safety laws and regulations. We continuously strive to improve workplace safety through regular training, risk assessments, and the implementation of best practices.

Fair Wages and Working Hours:

We ensure that all employees are compensated fairly and in compliance with legal requirements. We adhere to all applicable laws regarding working hours, overtime, and rest periods, and we are committed to ensuring that our employees have a healthy work-life balance.

Privacy and Data Protection:

We respect the privacy rights of all individuals and are committed to protecting personal data. We comply with all applicable data protection laws and regulations and ensure that personal information is collected, processed, and stored in a secure and responsible manner.

Supply Chain Responsibility

We expect our suppliers, contractors, and business partners to uphold the same human rights standards that we adhere to. We conduct due diligence on our supply chain to identify, prevent, and mitigate any potential human rights risks. We require our suppliers to comply with our Supplier Code of Conduct, which outlines our expectations regarding human rights, labour practices, environmental sustainability, and ethical business conduct.

In cases where human rights violations are identified within our supply chain, we work with our partners to address these issues promptly and effectively. We are committed to building long-term relationships with suppliers who share our values and commitment to human rights.

Reporting and Grievance Mechanisms

We are committed to providing a safe and confidential environment for reporting human rights concerns. Employees, suppliers, and other stakeholders are encouraged to report any suspected human rights violations or unethical practices. We offer channels for reporting, and we ensure that all reports are investigated thoroughly and impartially.

Training and Awareness

We believe that education and awareness are key to promoting and protecting human rights. We are committed to providing regular training for our employees on human rights issues and our policy commitments. This training is designed to ensure that all individuals understand their rights and responsibilities and are equipped to identify and address human rights issues in our operations.



Continuous Improvement

We recognize that the promotion and protection of human rights is an ongoing process. We are committed to continuously reviewing and improving our human rights policies and practices. This includes regular assessments of our human rights impacts, stakeholder engagement, and the integration of feedback into our processes.

We also commit to staying informed about emerging human rights issues and evolving best practices in the field. We will update our policies and practices as necessary to reflect these developments and ensure that our approach remains robust and relevant.

Governance and Accountability

Our Human Rights Policy is overseen by senior management and is subject to regular review by our Board of Directors. We are committed to integrating human rights considerations into our corporate governance, business strategy, and decision-making processes. We also ensure that our human rights performance is regularly monitored and reported on to our stakeholders.

We are dedicated to holding ourselves accountable to the highest standards of human rights, and we expect all individuals and entities associated with our business to do the same.