

PRINCESS POLLY

HUMAN RIGHTS POLICY

VISION

Princess Polly seeks to look after our workers, colleagues, and customers. Success can be achieved only when we ensure everyone, both within and outside our company, is safe, healthy and happy.

This is especially true with regard to how we address, protect and respect the human rights of each person with whom we come into contact. As a fast-growing company we have developed this policy to ensure that people remain central to our vision as we grow.

WE:

- Recognise the responsibility we bear to uphold the human rights of all the people in our sphere of influence.
- Are role models to others in our industry and beyond.
- Build our business on decent, fair and strong partnerships with our suppliers.
- Know economic opportunity and human rights work begin at the workplace and our supply chain is no exception.
- Take violations of human rights seriously, but remain solution oriented to ensure that any violations are remediated and not repeated in the future.

GOVERNANCE

The policy was developed with inputs from key internal stakeholders within Princess Polly. The policy has been signed-off and agreed by co-CEOs and the senior leadership team. Day-to-day, the policy is managed and governed by the Buying Director. The policy has been cascaded across all departments within Princess Polly. All key operational stakeholders are provided with training to support them in its implementation. We strive to update our internal systems to follow recent best practice.

SCOPE

This policy applies to Princess Polly's supply chain including, but not limited to, any business, entity or individual with whom Princess Polly has a commercial relationship. Princess Polly requires all supply chain actors to comply with the requirements of this policy and any underlying documents, including our Supplier Agreement.

OUR SCOPE

We recognise that human rights are universal and non-negotiable. At Princess Polly we have strong knowledge of how and where our goods are produced and sold. Based on this knowledge, we have identified a twotiered approach to manage, mitigate and eliminate risks, and promote opportunities across our human rights footprint:

FUNDAMENTAL RIGHTS: Based on those rights recognised by the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights, the UN Convention on the Elimination of all Forms of Discrimination Against Women, and the UN Convention on the Rights of the Child.

AREAS OF FOCUS: Specific areas salient to Princess Polly's business to which we pay closer attention.

FUNDAMENTAL RIGHTS

As a leading online fashion marketplace Princess Polly commits to ensuring that fundamental rights are upheld throughout our supply chain. We work with our partners to promote values, approaches and ways of working that improve the realisation of rights until the highest standards are met. We only work with supply chain actors who share our vision and show engagement and commit to improve. As appropriate, Princess Polly offers support to build capacity. Our fundamental standards align with national law and/or international standards, whichever offers the greatest protections to individuals and communities. Where national laws and international standards differ, we follow national law first but expect supply chain actors to mitigate any risks to fundamental human rights of people or communities.

AREAS OF FOCUS

All focus areas will be monitored by Princess Polly to ensure suppliers, in particular, manage and mitigate key risks in a proactive way. Princess Polly expects suppliers to pay close attention to areas of focus, particularly forced and bonded labour and child labour. Especially in high-risk countries and industries, we encourage suppliers to improve systems, build capacity and monitor operations carefully to further reduce risks. This includes encouraging and supporting collaborative action to eliminate the most exploitative forms of labour affecting the most vulnerable actors in our supply chain. Where appropriate Princess Polly may direct resources and support suppliers to address these areas of focus.

CHILD LABOUR / YOUNG WORKERS

Across our entire supply chain, we ask suppliers to take additional steps to manage and mitigate risks of child labour. However, if a supplier demonstrates a structural failure to engage proactively in mitigating the risk of child labour and promptly remediating child labour if it is found, Princess Polly will consider terminating the partnership. Furthermore, in line with legal standards, the risk of young workers performing hazardous work should be assessed on a regular basis and mitigated.

FORCED AND BONDED LABOUR

All Princess Polly suppliers must commit to the eradication of forced and bonded labour. Although there are different approaches to achieve this, we expect suppliers, at a minimum, to commit to the following three principles:

- Workers must have freedom of movement.
- Workers must never pay for work, at any stage of their recruitment or employment journey.
- Workers must never be indebted or coerced (through physical or psychological intimidation) to work.

If violations are found, suppliers will take swift steps to remediate the situation. We may consider terminating a partnership with a supplier if they demonstrate a structural failure to engage proactively in mitigating the risk or remediation of forced and bonded labour.

DISCRIMINATION

All workers will be treated with respect and dignity at work. We do not tolerate any discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, ethnicity, caste, nationality, citizen status, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Princess Polly has a zero tolerance policy on sexual harassment and any pregnancy testing, and we expect full maternity benefits for workers in line with local legislation. We recognise that eliminating discrimination also includes proactive steps to identify policy or assumptions that unfairly advantage certain groups of workers over others and where possible mitigate them, for example through further training.

WORKING HOURS

Everyone within our sphere of influence should benefit from a healthy work - life balance. In order to achieve total hours worked in any 7 day period shall not exceed 60 hours, except in exceptional circumstances such as unexpected production peaks, accidents or emergencies. To support this Princess Polly actively engages in improving our buying and sourcing practices, to support suppliers to meet our expectations. We work with suppliers, where required, to progressively reduce working hours without any adverse impact on workers' wages. Furthermore, workers will be provided with at least one day off in every 7 day period or, where allowed by national law, 2 days off in every 14 day period.

WAGES

All workers will earn legal or industry minimum wages for regular and overtime work. Each person should always earn enough to meet basic needs and to provide some discretionary income. To support with this, workers will be provided with clear information on wages in their contracts and these wages paid at the same time(s) each month. We do not allow deductions from wages and encourage incentivising pay structures that inspire improved performance and pay packets.

HEALTH AND SAFETY

We want everyone work in a safe and hygienic working environment, with a specific view to ensuring industry hazards and the most vulnerable are protected, including but not limited to pregnant and young workers. We will only source from companies that can demonstrate that adequate steps have been taken to prevent accidents, illness and injuries in the workplace (and where applicable, accommodation). Steps should include regularly assessing safety, worker hygiene facilities, providing training to management and workers. Princess Polly expects regular consultation with all workers, including women, to identify any other health and safety needs that require consideration and action by companies. For example, additional needs may include: separate, secure toilets for women, taking care that women are protected from exposure to hazards to their reproductive health, working hours that consider safety risks travelling to and from sites for vulnerable workers.

CUSTOMERS

We respect the human rights of our customers in all countries, including their rights to privacy e.g. by safely storing any personal data. We ensure no customers are discriminated against and that marketing is done with respect and reflects a range of attitudes and ethnic backgrounds and that communication, marketing and product design do not have a negative effect on children's rights. Further, any customer with concerns regarding the human rights impacts of our activities may raise these with responsibility@princesspolly.com.