

# HUMAN RIGHTS POLICY

## INTRODUCTION

At MINIMUM A/S, we commit to respecting all human rights as defined in and recognized by internationally agreed human rights organizations.

When operating in countries where local regulations are less stringent than international human rights standards, we will follow international standards.

This policy applies to MINIMUM A/S and our business partners, retailers, vendors, and suppliers. While our business can help to promote human rights in certain areas, we recognize that we first and foremost have a responsibility to respect human rights of all individuals along our value chain.

Our commitment requires us to exercise due diligence to detect, prevent, and mitigate any adverse impacts related to human and labour rights and to provide remedies where we have contributed to adverse impacts. Integrating human rights due diligence into our business and way of working is an ongoing process, and we use this Policy to guide us and our decision-making.

Our approach to human rights begins with understanding how our activities and products, as well as the activities of our business partners may impact, either positively or negatively, our rightsholders. Through this exercise we have identified three priority areas representing our main human rights issues. We strive to ensure that the rights of rights holders within our priority areas are respected and promoted through our activities and those of our business partners. Wherever relevant and possible, we will engage in capacity building activities, collaborations, and partnerships to further advance respect for human rights in our value chain.

01. Fair and Safe Work
02. Consumer Rights and Safe Products
03. Design and Marketing Practices

## FAIR AND SAFE WORK

MINIMUM A/S commits to treating workers with dignity, respect, and fairness. They should not be subject to harassment, discrimination, forced labour, or inhumane treatment, but should enjoy fair and decent working conditions and be able to exercise their right to freedom of association and collective bargaining. We are working continuously to providing a safe, inclusive work environment for our employees and contractors in line with international labour standards and applicable local laws and regulations wherever we do business.

To promote these values across our supply chain, we are continuously implementing more robust oversight mechanisms and expectations for our business partners and suppliers to meet the same standards in their own operations. As part of this work, all our suppliers commit to the requirements in our Code of Conduct, which details our expectations on human rights, the environment and anti-corruption. Through dialogue, self-assessments, and third-party audits, we work to ensure loyalty to our requirements.

## CONSUMER RIGHTS AND SAFE PRODUCTS

MINIMUM A/S commits to respecting the human rights of our consumers in the countries we operate and where our products are sold. First and foremost, this means never compromising the safety of our products and ensuring that the health and safety of consumers is protected. We have defined a list of chemical requirements to which all our suppliers commit, to ensure that no hazardous chemicals are found in our products, and we comply with all relevant laws and regulations in the countries where we operate.

## DESIGN AND MARKETING PRACTICES

With our design and marketing of our products, MINIMUM A/S has a unique opportunity to promote non-discrimination, respectful representation, and diversity. We strive to ensure that our marketing is done respectfully, promoting diversity and differences in backgrounds, styles, sizes, age, and ethnic background.

Focusing on our consumer engagement, we strive to respect the privacy rights of consumers by ensuring safe storing of any personal data.

## **GOVERNANCE**

Human rights at MINIMUM A/S are part of our wider sustainability and responsibility strategy and are implemented through a number of policies and procedures. We monitor and evaluate our progress against our targets and goals.

Ultimate oversight of human rights at MINIMUM A/S falls with our MINIMUM A/S CEO. Operational oversight of human rights is managed by CSR RESPONSIBLE, in addition to our partners across our business units.

## **REMEDIATION**

MINIMUM A/S is committed to providing effective resolution where we have caused or contributed to adverse human rights impacts. In line with the expectations articulated in the UN Guiding Principles on Business and Human Rights (UNGPs), we provide grievance mechanisms for employees to report concerns about human rights and receive remedy. We have a non-tolerance policy towards intimidation or retaliation against anyone who raises a concern.

Where human rights impacts are directly linked to our business relationships, we will use our influence to encourage our suppliers or business partners to prevent, mitigate and address adverse impacts on human rights.

We strive to routinely review and update our approach to addressing human rights and use due diligence and monitoring for continuous improvement. Our human rights policy will be reviewed on a regular basis to reflect these updates.