

## HUMAN RIGHTS POLICY

Zimpli Kids Limited are committed to respecting everyone's human rights in all aspects of our operations. Whilst we are based in the UK, we believe that we have a responsibility to ensure that human rights are understood and observed in the areas that we work, including those of suppliers, including those who are based outside our main country of operation.

We support the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- The International Labour Organisation's Fundamental Conventions

### Scope

This policy applies to all personnel of Zimpli Kids Limited, including all directors and employees (whether employed on a temporary, fixed term, permanent or part-time basis), workers and contractors. It is expected that our suppliers, comply with the law as a minimum and should do their utmost to comply with the principles of this policy.

### Enforcement

This policy is intended to protect Zimpli Kids Limited personnel; please read it carefully. Given its importance, any breach of this policy may result in an investigation under the Zimpli Kids Limited Discipline and Grievance policy (if applicable) and may result in disciplinary or (if you are not an employee) other enforcement action being taken against you. Employees should consult the Disciplinary policy, (please refer to section 6 of the staff handbook for more information).

### Policy

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

At Zimpli Kids Limited, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment.

If any employee believes that someone, either in Zimpli Kids Limited or one of our suppliers is violating this Human Rights Policy and/or the law, they are asked to report it immediately to the Directors or HR, or through the Whistle-blower process (Please refer to 'Public interest disclosures' in section 6 of the staff handbook). We expect our suppliers and contractors to also have in place processes to enable their own staff to report any concerns.

It is the responsibility of Zimpli Kids Limited directors for the supplier or contractor to ensure that they have been provided with a copy of this policy and that they have confirmation from the supplier that they will meet the requirements and expected behaviours laid out in this policy.

**Equality and Diversity:** Our commitment is to provide a safe and inclusive working environment where all people are treated fairly and with respect. We have a specific policy which sets out our commitment and the responsibilities of management and staff (please refer to the section 7 of the staff handbook). We require our suppliers and contractors to comply with any local legislation which applies to equality and diversity as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Freedom of Association and Collective Bargaining:** We respect the right of our employees to join or not to join a trade union and as such they are free to join an organisation of their choice to represent them in line with local legislation. Collective Bargaining is allowed and, for staff delivered through negotiations with a recognised Union. We require our suppliers and contractors to respect their employees' right to freedom of association. If operating in the UK or anywhere else where local rights to collective bargaining exist, we require suppliers and contractors to allow this.

**Labour rights:** We provide fair working conditions for our employees including terms and conditions of employment, remuneration, working hours, resting time, holiday entitlements, maternity/paternity leave and benefits; we comply with all applicable legislation. We have specific policies which set out our commitment and the responsibilities of management and staff (please refer to the Staff Handbook). We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Wages:** Zimpli Kids Limited are committed to ensuring that their direct employees are not paid lower than that required by law. We require our suppliers to comply with all applicable legislation or, if there is no applicable local law in the country in which they operate, ensure that their pay will not be less than the level paid generally within that industry.

**Forced Labour (Slavery):** Zimpli Kids Limited has a policy of zero-tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Safe and Healthy Workplace:** We are committed to delivering high standards of health and safety management and aim to continually improve our performance, always seeking to reduce risk. We believe in always doing the right thing and in doing it safely, without unnecessary risk to people's health and will comply with all relevant legislation. We have a specific Health & Safety policy which sets out our commitment and the responsibilities of management and staff. All staff receive regular mandatory training in Fire & Health & safety. We require our suppliers and contractors to comply with all applicable legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

**Child Labour:** Zimpli Kids Limited operates in the UK and complies with all relevant legislation regarding this; we will not employ young persons under the age of 18 in a hazardous role or at night. We do not tolerate the use of child labour and require that our suppliers do not to use children in their operations (including in their value chain).

### **Training and awareness**

All staff receive regular mandatory training in Equality and Diversity, Harassment and Bullying in the workplace, GDPR (where applicable) as well as any job specific training for safety risks.

## **Control**

This policy will be monitored through regular auditing and/or workplace inspections as appropriate. We will distribute our policy to new Suppliers to ensure human rights are adequately respected and their ongoing audit and/or review (as appropriate) will ensure continued compliance with this policy.

The effectiveness of this policy will be measured through supplier data as well as any relevant reports made to Zimpli Kids Limited via the whistle-blower process.

## **Review**

This policy does not form part of any employee's contract of employment and may be amended at any time. Zimpli Kids Limited will review this policy on a scheduled basis and may, at any time, withdraw this policy or publish replacement or revised versions of this policy to reflect developments in the business, or changes to legislation or procedures. Printed copies of this document are uncontrolled copies of a controlled document. The current version of the policy can be found on the Atlas Platform and will be distributed via the Atlas Platform as and when updates take place. The Health & Safety committee is responsible for reviewing and maintaining this policy, and ensuring it remains current. All operations and departments within the Company are responsible for implementing the policy.

## **Definitions**

**Supplier**– This term refers to any business or company employed by Zimpli Kids Limited to provide goods to enable us to manufacture our products.

**Legislation** – Acts, Regulations and Orders for the jurisdiction/country in which Zimpli Kids Ltd supplier is operating from.

## **Related policies**

You should also refer to the following related policies which can be found in the Staff Handbook or have been distributed to our employees via the Atlas Platform. If you are a supplier these are available from our Head Buyer or [buying@zimplikids.com](mailto:buying@zimplikids.com)