

# HERMANA

## HUMAN RIGHTS POLICY

HERMANA IS COMMITTED TO ENSURING A SAFE AND RESPECTFUL WORKING ENVIRONMENT

We are all equally responsible and accountable for:

1

Ensuring everyone involved in our operations are treated equally and respectfully

2

Ensuring everyone involved in our operations have decent working conditions and fair compensation

3

Ensuring everyone involved in our operations have the freedom to join workers' trade unions

We achieve this through:

Conducting risk assessments when we engage with business partners and in high-risk countries

Performing thorough due diligence of all business partners we engage with activities

Communicating our expectations to all business partners and require declarations are signed and confirmed before we initiate engagements

Communicate our whistleblowing mechanism throughout our operations to ensure we are notified if human rights violations occur

Communicate to all business partners that violation of this policy results in termination of our relationship

Monitor our operations and business partners through audits and inquiries