

NA-KD

HUMAN RIGHTS POLICY

OUR COMMITMENT

At NA-KD we believe that we can bring joy and empowerment to millions of customers by providing products for people to express themselves, whoever they are and want to be. We believe we are part of making the fashion industry more sustainable by doing things that are good for people, the planet and our business. And doing it all with the values of equity, inclusion and respect.

At NA-KD we are committed to respect human rights; for all people in our own organisation, our customers, all people throughout our supply chain and in neighbouring communities, as well as for all other people touched by our business. According to the UN Guiding Principles for Business and Human Rights, all companies have a responsibility to respect human rights, which means to prevent doing harm to people and their human rights as a result of business operations. At NA-KD, we respect human rights by actively seeking to avoid causing or

contributing to negative human rights impacts through our own activities and by working to address negative impacts from activities in which we are involved. We also seek to prevent or mitigate negative human rights impacts that are directly linked to our operations, products or services by our business relationships and use our leverage across our value chain to facilitate effective remediation when negative human rights impacts occur. Being NA-KD and the values we stand for, we also strive to proactively promote human rights with a focus on equality, diversity and women empowerment.

We have identified the human rights where we have the greatest risks of doing harm to people (our salient human rights). These are the rights to non-discrimination, occupational health and safety, fair living wages, freedom of association and collective bargaining, decent working hours, social security, forced labour & modern slavery, child labour, and access to clean water. We recognize that some human rights issues across our value chain are complex, systematic and require collective action to be addressed.

IMPLEMENTATION

This policy applies to all people employed by NA-KD or working on behalf of NA-KD. They are our most important people. We work actively to respect their human rights by striving to create a work environment that is safe, healthy, fair, inclusive and where all our employees feel they are treated with respect, can freely express their ideas and opinions and can always be themselves. We actively and continuously engage in dialogue with our employees to always improve.

The thousands of people that work throughout our supply chain are all entitled to safe, fair and equal working conditions. From cotton fields, through manufacturing processes, and delivery, to our customers. The essence

of this policy is communicated to our suppliers through our supplier code of conduct, which we expect our suppliers to further cascade in their respective supply chain. We work with human rights due diligence across our value chain and engage with suppliers to promote continuous improvements. This is a never-ending work where we are continuously learning and improving our policies and ways of working.

We are committed to respecting the human rights of our millions of customers that are the heart of our business. To provide products and services that are not only safe, but allow people to express themselves. We aim to promote equality and diversity through all our marketing and customer communication. Our ambition is to make it easy for our customers to make a sustainable fashion choice and to join us on our journey to make the fashion industry more sustainable through the choices they make.

INTERNATIONAL HUMAN RIGHTS STANDARDS

Our work with respecting human rights is based on the UN Guiding Principles on Business and Human Rights. For NA-KD, respect for human rights refers to those human rights as set out in the International Bill of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the UN Convention on all forms of Discrimination against Women and the UN Convention of the Rights of the Child. Further, our work is based on the OECD Guidelines for Multinational Enterprises.

We comply with applicable legislation wherever we operate. Where there is a conflict between this human rights policy and the law, the law will always prevail while still seeking to honour the principles of international human rights.

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