

# Group Policy: Human Rights

## Our Approach

Camellia Plc and its operating companies (together the "Group")<sup>1</sup> believe that businesses flourish where human rights are protected and respected; the Group is committed to protecting and respecting the dignity, wellbeing and Human Rights of the Group's employees, the communities in which the Group operates and those with whom we have relationships or who may be impacted by the Group's operations.

The Group is committed to upholding internationally recognised Human Rights in line with the principles and guidance contained in the UN Guiding Principles on Business and Human Rights, including those set out in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. Where national law and international Human Rights standards differ, we follow the higher standard; where they are in conflict, we adhere to national law, while seeking ways to respect international Human Rights to the greatest extent possible.

We recognise that while states have a duty to protect Human Rights, companies also have a responsibility to respect Human Rights, this means acting with due diligence to avoid infringing the Human Rights of others and addressing any adverse Human Rights impacts of the Group's operations.

We believe respecting Human Rights is of growing importance to all our stakeholders: our employees, shareholders, investors, customers, consumers, the communities where the Group operates and civil society groups. We recognise this is a journey: our performance will evolve as we mature our practices, and we will continuously seek to improve our Human Rights efforts.

## Our Principles

This policy sets out the overarching principles underpinning Camellia Plc's promotion of Human Rights within the Group and its interactions with employees, contractors, suppliers, and partners, as well as surrounding communities which are embedded into our policies and systems.

1. We recognise the critical role which Group companies and their respective suppliers play in helping to source responsibly and sustainably.
2. We expect our partners, suppliers and operating companies to adhere to principles consistent with our own, these are based on respecting the international principles cited above and in particular focus on:
  - Treating employees fairly and in line with their legislative framework
  - Providing safe working conditions as outlined in the Group's Principal Policies (including the Health & Safety Policy and the Employee Welfare Policy)
  - Opposing all forms of human trafficking, forced labour and illegal forms of child labour in the Group value chain
  - Providing the right of freedom of association
- Empowering women and gender equality
- Promoting diversity and inclusion across all aspects of the business
3. We expect transparency, remedies for any shortcomings and a drive for continuous improvement.

<sup>1</sup> 'Camellia Plc', 'we', 'us', 'our', the 'company or companies' and the 'Group' may refer to Camellia Plc and/or one of its subsidiaries and/or one or more employees as the case may be. It is used for convenience only and is in no way indicative of how the Camellia Group, or any entity within it, is structured, managed or controlled.

4. Where operating companies consider it appropriate to provide corporate security (to protect its enterprise from any kind of unlawful activity and to provide legal support when incidents occur), we expect such security to be provided in line with national legal requirements and applicable international standards.

### **Remedy**

Camellia Plc is committed to continually enhancing its UK capabilities to identify and appropriately respond to concerns: we place importance on the provision of effective remedy wherever Human Rights impacts occur in relation to Group companies and have clear requirements for appropriate grievance mechanisms across the Group. We are working to support the creation of independent grievance procedures and remedies, aligned with the UN Guiding Principles on Business and Human Rights, across many of the Group's businesses.

### **Implementation**

Each Group company manages Human Rights by assessing Human Rights risks as they arise in its own operations, conducting appropriate due diligence, acting on any findings, integrating the responses to these due diligence processes into its policies and internal systems, tracking its actions, and communicating with its stakeholders about how it remedies impacts.

We recognise the importance of dialogue with employees, workers and external stakeholders who are or could potentially be affected by the Group's actions. Camellia Plc shall, and Group companies shall be expected to, pay particular attention to individuals or groups who may be at greater risk of negative Human Rights impacts due to their vulnerability or marginalisation and recognise that different people may face different risks.

Our work in this area is overseen by the boards of Group companies, the Group General Counsel and the Chief Executive Officer. Oversight is provided by the Sustainability and Safeguarding Committee. Group operating companies remain responsible for developing and implementing their own policies addressing Human Rights; however any material non-compliance with the Group Human Rights Policy is reviewed by the Group's Sustainability and Safeguarding Committee.