



## Human Rights Policy

### General principles

We at Bolia care about the whole product lifecycle, from the raw material to the product disposal. We believe that profit, people, and planet can go hand in hand. That's why we choose our suppliers carefully, based on their social and environmental performance.

We don't own the factories where our products are made, but we work closely with our suppliers to ensure that everyone involved in the production process is treated with respect and dignity.

Our customers value not only the quality of our products, but also the story behind our brand and the impact of our production on the society and the environment.

We at Bolia aim for a sustainable and healthy future for people and the environment. Our responsibility is to select those suppliers who can ensure that no one involved in the production of Bolia products – whether supplier or subcontractor – is violated in their basic human rights or harmed in any way.

Our values reflect our commitment to ethical and responsible business practices. The values are based on the UN Guiding Principles on Business and Human Rights (UNGPs)<sup>1</sup>.

### Bolia's Structure

Our products are sourced from Denmark, Slovenia, Croatia, Italia, Bosnia & Herzegovina, Estonia, Latvia, Lithuania, Poland, Slovakia, China, India, and Vietnam. We have 83% transparency of our Tier 1 suppliers, 24% of our Tier 2 suppliers and 2% of our Tier 3 suppliers. We expect these numbers to increase as we are constantly working on getting a more and more transparent supply chain.

### Policies and Verification Processes

We at Bolia require all our current and potential partners to comply with our Code of Conduct and our Human Rights Policy. Our Code of Conduct shows our dedication to ethical and honest business practices. Suppliers and factories must respect our core values. Our suppliers are expected to have considered these standards - that Human Rights is vital and should be valued in the company.

Transparency and trust are essential for creating and maintaining effective systems and controls to prevent human rights abuses in our supply chains. All main suppliers of Bolia must join Bolia's Transparency project. The Transparency project sets the basis for the supplier being openly displayed in the transparency details on product level on our website.

### Evaluating Risk

We use amfori BSCI third-party audits for new and existing suppliers in risk countries. We have audited first-tier factories with a third-party since 2015. Our due diligence and audit program helps to identify potentials risks based on global non bias data.

All Bolia suppliers with productions in risk countries according to BSCI, are required to be a member of amfori and conduct social audits following the BSCI scheme.

Audits are a method to understand how well a producer follows the BSCI code of conduct. The first audit is for Bolia and the producer to get a clear picture of how the human right conditions are at the factory. Full audits rated A or B are valid of two years. C, D or E rating must be followed up within 12 months or less, and if a follow-up is rated A or B that remains valid until the next full audit is due.

The 13 BSCI performance areas that the audit is based on are:



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- 1 Social Management System and Cascade Effect
- 2 Workers Involvement and Protection
- 3 The Rights of Freedom of Association and Collective Bargaining
- 4 No Discrimination
- 5 Fair Remuneration
- 6 Decent Working Hours
- 7 Occupational Health and Safety
- 8 No Child Labour
- 9 Special Protection for Young Workers
- 10 No Precarious Employment
- 11 No Bonded Labour
- 12 Protection of the Environment
- 13 Ethical Business Behaviour

We believe that auditing alone is insufficient. To effectively evaluate risks in our supply chain, we need a complete view of our entire factory network. While we have complete visibility of our first-tier sites, it is crucial to expand our assessment to lower tiers.

### Monitoring and Managing Risks

We want to prevent human rights violations by making sure that all our business partners follow our policies and expectations, finding out where the risk is and dealing with these risks in different ways, some of which we have explained below.

### Collaboration

We at Bolia joined amfori in 2015, which means we are part of a global network that want sustainable trade and responsible supply chains. Our amfori membership helps us to map and manage our supply chain efficiently. The amfori platform also keeps us informed of all the new regulations on trade, environment, social issues, and transparency.

Bolia follows amfori's Code of Conduct which has values and principles that help us to improve our policies and practices, such as buying responsibly. These principles are for all sectors worldwide and follow international rules (e.g., International Labour Organization (ILO), Organization for Economic Co-operation and Development (OECD), United Nations Guiding Principles on Business and Human Rights (UNGP)). We expect our suppliers to follow these rules as well as we expect them to set and ensure the same approach at their sub suppliers.

### Risk Action Plan

We investigate further if an audit shows any risk of human rights violations, or if the audit results or a factory visit suggest that. We may ask for another independent assessment, collaborative action, or a different investigation. If there is a zero-tolerance case, we are implementing a risk action plan with the supplier and are in dialogue with them, and we expect them to take responsibility, either originate from New Zealand or, hold a certificate proving the sheep have not gone through mulesing.