



Human Rights Policy

Respecting human rights is a fundamental part of Addis' responsibility as a company and is vital to operate our business sustainably. Addis is committed to respecting fundamental human rights in our operations, our supply chain, and in the communities where we operate. We seek to avoid abuses to people's human rights and to use our influence to promote human rights.

Our commitment to operating with respect for human rights is reflected in all aspects of Addis' business operations and is integrated in our company policies and relevant procedures. We aim to identify, assess, and manage the human rights impacts of our business activities based on the operational context, our leverage, and business relationships.

Addis looks to those human rights defined in the Universal Declaration of Human Rights and its two corresponding covenants, The International Covenant on Civil and Political Rights and The International Covenant on Economic, Social and Cultural Rights. Additionally, we also look to all other conventions identified by the United Nations as guiding principles for all business decisions.

Addis' approach to its business operations is informed by the ILO International Labour Organisation Declaration on Fundamental Principles and Rights at Work. All businesses that are within our supply chain, including ourselves, are expected to undergo a social/ethical audit under these principles and supply is dependent on passing the audit criteria.

Priorities

Addis strives to prioritise the management of the human rights impacts of our business activities based on the operational context, our leverage, and business relationships. As a result, we concentrate on our own operations and suppliers, although we aim to also prevent and mitigate adverse human rights impacts in the whole supply chain. Due to the nature of our business, we are focusing our efforts on human rights related to labour conditions. Addis does, however, recognise that our human rights become greater priorities over time, and we will review the policy when necessary.

Communication & Training

The communication of the policy is achieved by ensuring all staff are familiar with the policy by means of notice boards and readily available on the internal computer network. The policy is also communicated to all suppliers electronically and included in supplier packs when initially dealing with a new supplier. Training and awareness raising on prioritised human rights, as outlined above, is continuously developed, and integrated into our training plan and should be implemented in relevant training programs for employees as well as for our suppliers. When implementing this policy, relevant training on human rights related issues and due diligence will be provided for the relevant functions.

Implementation

Our commitment to operating with respect for human rights is reflected in company policies and procedures. To integrate human rights considerations into the management of our business, human rights due diligence is part of our risk assessment for new production and sales markets. For existing production and sales markets, Addis will regularly evaluate human rights related risks and expect completion of an ethical audit on high-risk markets, prior to order being raised. Risk and impact assessments are used from identifying actual and potential human rights impacts from our business activities, which are then managed by relevant business functions.

Human Rights and Key Stakeholders

In implementing this policy, we focus our efforts on issues and relationships in which we have greater degrees of control and influence, as outlined below.

Employees

Addis seeks to respect the human rights of all employees within the company as well as complying with all national laws. Our commitment is manifested in policies such as the Discrimination Policy, Equal Opportunity Policy, and Dignity at Work Policy. To ensure remediation of potential abuses, we have a complaint procedure which is applicable to the whole organisation. Any employee with concerns regarding the human rights impacts of Addis' activities may raise these through the internal Complaint Procedure process.

Suppliers

Addis collaborates with suppliers and business partners to ensure that human rights are respected in the supply chain, based on our business relationships, leverage and operational context. Our engagement is manifested through our sustainability commitment and managed through applicable follow-up procedures. As appropriate, we use tools for human rights risk and impacts assessments to identify actual and potential human rights issues. Actions to manage and address human rights risks and impacts are guided and conducted through dialogue and collaboration with relevant stakeholders. Where appropriate, Addis also aims to use its influence to support the advancement of human rights in the communities where we operate.




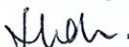
Responsibility

The board of directors has overall responsibility for ensuring that this policy complies with our ethical commitments and that all information including in the policy remains relevant. The Supply Chain Director has primary responsibility for implementing this policy and for monitoring its use and effectiveness and dealing with any queries on its interpretation. Management at all levels are responsible for ensuring that those reporting to them are made aware of and understand this policy.

Document Owner and Approval

This policy was approved by the board of directors on 03/10/2024 and is reviewed annually. If any changes to the policy are needed, the policy will be amended, reissued to employees via notice boards and sent to suppliers electronically.

This Human Rights Policy will be displayed and communicated within Addis and is freely available on request to Clients, Suppliers or any Interested Party, group, or organization.

Managing Director Martyn Lee-Smith  Date: 06/10/24	Sales Director Miles Simmons  Date: 9/10/24	Finance Director Richard Tucker  Date: 7/10/24
Product Director Lewis Major  Date: 07/10/24		

