



## **HUMAN RIGHTS POLICY**

### **Scope:**

Downland Bedding Company and all its suppliers.

### **Summary:**

The long standing values of Downland Bedding Company Comprehend respect for human rights of all human beings, in addition to our stakeholders including customers, employees, suppliers and community where we operate.

We believe every employee, whether our own or suppliers' , should be treated with respect and dignity ; provided a safe work place, free of discrimination , sexual harassment , compensated fairly and allowed freedom of association and expression .

### **Human Rights in our own operation**

#### **Working Condition:**

We foster a work environment where each of us can perform best, innovate and develop.

We respect the right to rest and leisure, including vacation with pay and the right to family life, including parental leave and comparable provision as applicable.

Flexible working time arrangements empower employees to use opportunities to balance their employment with their personal or family lives.

#### **Diversity and inclusion:**

Equal treatment of all employees is a fundamental principle of our corporate policy.

No person is to be unfairly disadvantaged , favoured because of irrelevant characteristics such as race ,national origin , gender , age , physical characteristics , social origin , disability , union membership , religion , family status etc.

#### **Freedom of association and collective bargaining**

We are committed to an open and constructive dialogue with our employees and their representatives.

Our employees are free to join organisations of their choice that represent them. Also they have the right to elect their own representatives. Employees who act as representatives are neither disadvantaged nor favoured in any way.

#### **Health and Safety**

We ensure uniformly high health protection, safety environmental protection and quality standards at our site.

#### **Security:**

We provide free and fearless working environment in our site and ask our suppliers to do the same.

We follow the fundamental right derived from the principle of human security

#### **Forced labour:**

All forms of forced and compulsory labour are strictly prohibited .We comply with all applicable laws and agreement on working time and paid leave.

#### **Child labour:**

We follow a clear zero tolerance to child labour policy in our business and at suppliers site .Our efforts to fight child labour are consistent with the ILO's core labour standards and United Nations Global Compact Principles

#### **Grievance Mechanism**

The compliance team monitor compliances with the relevant laws and regulations, including Downland bedding's Human rights policy and code of conducts.

DBC provides different communication channels to report possible compliance violations.

Employees may contact the line supervisor / factory manager/ operational manager or Managing Director directly.

Additionally we have established a whistle blowing system available to employees and general public through which possible compliances violations can be reported – anonymously if desired.

We are committed to enabling the remediation of any adverse human rights impacts caused by our business activities.



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Fraser Smith

(Managing Director)