

TCHAI

# HUMAN RIGHTS POLICY



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**Related Tchai documents: Code of Conduct & Supplier Code of Conduct**

# **HUMAN RIGHTS POLICY**

## **OBJECTIVE**

Tchai recognizes the fundamental importance of human rights as a cornerstone of its business ethos. In compliance with human rights laws and standards, this policy is a testament to our dedication to safeguarding these rights, both within our operations and throughout our entire value chain.

## **SCOPE**

Tchai recognizes the significant impact its activities have on various individuals within our value chain and acknowledges the responsibility to uphold human rights. We are committed to a proactive approach in advancing these rights through Tchai's Human Rights Policy and underlying guidelines, along with our due diligence efforts. Our commitment to human rights spans across all aspects of Tchai's operations, including its extensive supply and sub-supply chains worldwide. We expect all individuals within the Tchai network, including employees, suppliers, and third-party partners, to actively adhere to the principles outlined in this policy. Respecting human rights throughout our value chain, we strive to prevent any adverse impact on people, communities, and society.

## **ROLES AND RESPONSIBILITIES**

The Tchai Sustainability Department, along with HR and Team Purple, are entrusted with the stewardship of this policy. The enforcement and supervision of our human rights commitments are dispersed amongst pertinent roles within the company, guaranteeing an integrated approach to human rights within Tchai.

## **GENERAL COMMITMENTS**

Tchai is dedicated to upholding human rights as recognized by international frameworks. Through diligent practices, we strive to proactively prevent any negative consequences regarding human rights. Our commitment extends to establishing standards for fair, safe, and healthy working and living conditions throughout our supply chain. These standards draw from recommendations by reputable NGOs, internationally accepted best practices, and our own company values.

## **KEY STAKEHOLDERS**

In the development of this Human Rights Policy, Tchai engaged in comprehensive consultations with a wide range of stakeholders. This inclusive process ensures that the policy addresses the real and pressing human rights challenges to the people affected by our operations and supply chain. We sought input from our employees, customers, suppliers and experts.

This policy is dynamic and subject to ongoing improvement informed by yearly stakeholder feedback. This is critical to ensuring that it remains relevant and effective in ad-

ressing the evolving human rights landscape and reflects the diverse perspectives and needs of all those involved with or affected by Tchai's activities.

## **POLICY STATEMENT**

Tchai is dedicated to ongoing vigilance in identifying and addressing critical human rights issues, continuously striving to enhance our efforts and develop effective mitigation strategies. Our focus encompasses a range of areas, including but not limited to, facilitating access to grievance mechanisms, eliminating child and young labor, promoting equality and non-discrimination, protecting freedom of association, and eradicating modern slavery and forced labor.

*\* For further details, please consult the relevant sections in the Tchai Code of Conduct and the Tchai Supply Chain Code of Conduct.*

## **COMMITMENT TO DIVERSITY AND INCLUSION**

At Tchai, we deeply value diversity and inclusion, considering them essential components of our organizational ethos as outlined in our Code of Conduct and Supply Chain Code of Conduct. We are committed to providing equal rights and opportunities, ensuring that our recruitment and promotion processes reflect these principles. Our unwavering Zero Tolerance Policy and Act now policy against any form of harassment or discrimination underscore our dedication to upholding the dignity of every individual and fostering a workplace culture where every voice is respected and valued. For a comprehensive overview of our approach to diversity and inclusion.

*\* For further details, please consult the relevant sections in the Tchai Code of Conduct and the Tchai Supply Chain Code of Conduct.*

## **SUPPLY CHAIN COMMITMENT**

Tchai recognizes the pivotal role its supply and sub-supply chains play in maintaining human rights standards. We are dedicated to ensure that our suppliers and their subcontractors are in alignment with our human rights policies and practices. This pledge encompasses conducting evaluations of our suppliers' human rights adherence, providing necessary assistance and cooperating to rectify any issues that are identified. Our aspiration is to cultivate a supply chain that not only complies with human rights norms but also actively promotes the progression of these rights.

*\* For further details, please consult the relevant sections in the Tchai Supply Chain Code of Conduct.*

## **IMPLEMENTATION**

Acknowledging the necessity of continuous human rights due diligence, Tchai is resolved to weave human rights considerations into our business judgments and operational procedures, especially within our supply and sub-supply chains. Providing human rights information to our employees and relevant associates, coupled with consistent reporting on our advancements, is integral to our execution strategy.

## **REPORTING AND ADDRESSING HUMAN RIGHTS VIOLATIONS**

Tchai's commitment to human rights is reinforced by our Whistleblower Policy for our own employees, as detailed in the Tchai Code of Conduct that provides a secure channels for reporting violations or concerns related to human rights infractions. Suppliers and partners are encouraged to report any such issues through their established reporting mechanisms.

*\* For full details on the reporting process, please refer to the Whistleblower section in the Tchai Code of Conduct.*

## **CONCLUSION**

The Tchai Global Human Rights Policy is a reflection of our commitment to human rights. By adhering to and fostering human rights, we aim to contribute to a better world through the environments we create and the connections we establish, thereby ensuring a beneficial impact on individuals and the ecosystem at large.

*\* Tchai reserves the right to make unilateral changes to the Code or our Policies at any time*

If you have any questions about our Code or our Policies, please contact us.