

Human Rights Policy

TEKLA

Date: June 2026
Approved by: Tekla Board of Directors
Owner: Head of Sustainability
Next review date: June 2029

1. INTRODUCTION

Respecting human rights is integral to our company's purpose. At Tekla, we recognise that businesses have a responsibility to avoid causing, or contributing to, adverse human rights impacts related to their business activities, and to address such impacts when they occur.

The objective of this policy is to affirm Tekla's commitments.

- *Respect* – human rights.
- *Assess* – the company's potential negative human rights risks.
- *Remediate* – the negative impacts the company has caused or contributed to.

2. SCOPE

The policy's scope covers all individuals and communities affected by the company's own operations and its value chain.

- Direct operations: all employees, stores and operations.
- Upstream supply chain: textile product suppliers, other product suppliers, packaging suppliers.
- Downstream value chain: distribution and customers.

3. RESPECTING AND RECOGNISING HUMAN RIGHTS THROUGH INTERNATIONAL FRAMEWORKS

Our approach to human rights is grounded in the following internationally recognised frameworks.

- *The International Bill of Rights, including the Universal Declaration of Human Rights*
The foundational document of international human rights, covering rights such as fair work conditions, freedom from discrimination and the right to a safe environment.
- *The ILO Declaration on Fundamental Principles and Rights at Work*
This specifically covers workers' rights, including: freedom of association and the right to collective bargaining, elimination of forced or compulsory labour, abolition of child labour, elimination of discrimination in employment.
- *The UN Guiding Principles on Business and Human Rights (UNGPs)*
This is a globally accepted standard for how states and businesses should prevent and address human rights risks related to business activities. It introduces the 'Protect, Respect and Remedy' framework where governments protect, businesses respect, and both must provide remedy.
- *OECD Guidance for Responsible Supply Chains in the Garment and Footwear Sector.*
This is sector-specific guidance for the garment and footwear industry, which shares many of the same supply chain risks as home textiles. It sets out a practical six-step due diligence framework to help businesses identify, prevent and address human rights and environmental risks across their supply chains.

4. ASSESSMENT OF NEGATIVE HUMAN RIGHTS IMPACTS

Tekla is committed to assessing the negative human rights impacts and risks arising from our own operations and across our value chain.

Our assessment focuses on risks to people, covering both actual impacts that are already occurring and potential impacts that may arise in the future.

The assessment has the primary objective to identify which human rights issues are most salient to our business, (that is, the human rights most at risk of severe negative impact through our operations and value chain) drawing on prevailing industry knowledge and expertise from internationally recognised human rights frameworks, sector-relevant NGOs and industry organisations research and guidelines, and engagement with relevant stakeholders.

We assess identified risks based on their severity, considering scale, scope and ease of remedy, alongside their likelihood, with severity taking precedence.

Our assessment covers all individuals and communities who may be affected by our operations and value chain. We commit to reviewing and updating this assessment at least every three years, and more frequently where significant changes to our operations, business activities or relationships occur.

5. REMEDIATION OF NEGATIVE HUMAN RIGHTS IMPACT

Tekla is committed to remediating the negative human rights impacts that we have caused or contributed to through our own operations or value chain.

We recognise that effective remedy is a core element of responsible business conduct, as defined by the UN Guiding Principles on Business and Human Rights.

Where we identify that Tekla has caused or contributed to actual negative impacts, we will take meaningful steps to address it by responding promptly and proportionately, prioritising the needs and perspectives of those affected. This may include taking corrective actions within our operations or supply chain (such as working with suppliers to improve practices or ending relationships where improvement is not possible), engaging with affected stakeholders and cooperating with external remedy mechanisms where appropriate.

As a first step, we have established a formal process to collect, prioritise and escalate information on actual and potential negative human rights impacts.

As part of our commitment to B Corp and to continuous improvement, we will build on this to develop a formal process to integrate prevention, mitigation and remedy plans across our operations and value chain. We acknowledge that our internal processes are still developing. We are committed to strengthening them over time.

6. OUR CURRENT APPROACH TO PREVENTION AND MITIGATION

While we are still developing the formal processes needed to precisely meet B Corp's future requirements on prevention, mitigation and remedy, we want to acknowledge the practices already in place that help us reduce the risk of negative human rights impacts across our value chain.

To date, our efforts have focused on the areas where we believe we have the greatest exposure and the greatest ability to drive change, primarily through our product material choices, supplier standards and the way we work with our partners.

Examples of current practices that support prevention and mitigation.

- Sourcing from majority suppliers certified, and therefore audited, to our Preferred Materials and Standards. Our Preferred Materials and Standards prioritise certifications combining environmental and social criteria (for example GOTS over OCS for organic cotton, and GRS over RCS for recycled content) or suppliers that are audited against similar social standards, such as SMETA.
- Maintaining long-term partnerships with our key suppliers, including regular engagement and on-site visits.
- Being transparent about what we do and do not know about our supply chain, while working proactively to trace it further and improving our processes to collect this information.
- Strengthening our practices iteratively as our business grows and as we gain better visibility into our value chain.
- Maintaining fair, safe and respectful working conditions for our team (own operations) as set out in our Employee Handbook and Code of Ethics.

7. GOVERNANCE AND ACCOUNTABILITY

This policy is approved by Tekla's highest governing body, the Board of Directors, and is owned by the Managing Director.

Day-to-day implementation is led by the Head of Sustainability, with cross-functional involvement from Product Development and Operations & Technology.

For matters relating to our direct operations, including all employees and stores, implementation is led by People & Culture. For more specific policies relating to employees, please refer to Tekla employee documents such as the Employee Handbook and Code of Ethics.

8. RAISING CONCERNS

Employees, partners or stakeholders who have concerns about Tekla's human rights practices may raise them without fear of retaliation. Concerns or grievances can be raised via a line manager, People & Culture, the Managing Director, Head of Sustainability or by following the guidance put forward in our Grievance & Whistleblower policy available on www.teklafabrics.com.

All concerns are handled with care and confidentiality. As per our Grievance Policy, Tekla does not tolerate retaliation against anyone who raises a concern or cooperates with an investigation in good faith.

9. POLICY REVIEW

This policy will be reviewed every three years, and updated as necessary to reflect significant changes in our operations, business activities. Updates are to be approved by Tekla's highest governing body, the Board of Directors.