

# ZIMMERMANN

## HUMAN RIGHTS POLICY

### POLICY STATEMENT

ZIMMERMANN is committed to respecting all internationally recognised human rights according to the principles set out in:

- + The Universal Declaration of Human Rights
- + The International Covenant on Civil and Political Rights
- + The International Covenant on Economic, Social and Cultural Rights
- + The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- + The ILO Core Conventions

We follow the UN Guiding Principles on Business and Human Rights to guide our approach and fulfil our responsibility to respecting human rights.

Accordingly, we are committed to preventing or mitigating any adverse human rights impacts and engaging in remediation of any actual impacts, whether they arise from our own activities or result from our business relationships with other parties.

This policy applies throughout our operations globally, and it is binding for all employees regardless of their roles.

In addition, we expect that our suppliers, contractors and other business partners adhere to the same human rights principles, comply with all applicable laws and communicate the same expectations to their employees, suppliers and other business partners.

This policy has been reviewed by a cross-functional team and approved by the Executive team and Directors of Zimmermann Wear Pty Ltd.

All of our employees, agents, contractors, suppliers, and majority-owned subsidiaries are required to read, understand and comply with our human rights policy, which is accessible on the ZIMMERMANN website.

## IMPLEMENTATION

The steps that ZIMMERMANN will take to implement this policy are outlined below. We conduct regular reviews of our implementation mechanisms to ensure they remain relevant to our business activities, human rights risks identified, stakeholder expectations and international context.

- + Training deployed internally and in our supply chain to raise awareness of human rights risks and share our expectations regarding adherence to human rights standards
- + Incorporation of human rights principles in contracts with suppliers
- + Due-diligence process carried out before entering a commercial relationship with a third party
- + Annual Human Rights Impact Assessment investigating human rights risks that may arise as a result of our business activities with respect to our key stakeholder groups, which include our employees, supply chain workers, our customers, suppliers, business partners and the broader community in which we operate
- + Provision of channels for our employees and third parties to raise complaints and seek advice
- + Identification and implementation of channels to engage with workers in our supply chain
- + Audits conducted by an independent third party to assess the implementation of human rights principles in our supply chain
- + Partnership with organisations that facilitate multi-stakeholder dialogue on human rights and assist with remediation of any adverse human rights impacts

## REPORTING

As members of the UN Global Compact (UNGC) we have committed to the Ten Principles in the areas of human rights, labour, environment and anti-corruption and are required to report on our progress annually. The document we submit to the UNGC as part of this commitment tracks our progress in the implementation of this policy.

## OTHER RELEVANT DOCUMENTS

[Supplier Code of Conduct](#)

[Diversity and Inclusion Statement](#)