

DAVINES GROUP HUMAN RIGHTS POLICY

1. Introduction

Davines Group believes that respect for human rights is a fundamental prerequisite for sustainable and responsible business. As a certified B Corp, Davines Group is committed to creating long-term value for people, the environment and society, and to conducting its activities with integrity, respect and accountability, in line with internationally recognised human rights standards.

Davines Group recognises that it operates within an interconnected system in which every actor is interdependent and that its responsibilities extend beyond the present to include future generations.

This Human Rights Policy is informed by the Group's Stakeholder Wheel, which guides Davines Group in identifying and balancing the interests of those who may be affected by its activities, decisions and business relationships, while recognising the environment as a key stakeholder and the interdependence between environmental protection and the enjoyment of human rights.

2. Scope

This Human Rights Policy applies to all companies of Davines Group and covers all individuals and communities who may be affected by the Group's own operations and its value chain, regardless of geography or legal jurisdiction.

In line with Davines Group's Stakeholder Wheel, the scope of this Policy includes:

- **Colleagues:** all employees, managers and directors of Davines Group
- **Ownership:** shareholders and governing bodies involved in the Group's strategic direction and oversight
- **Professional Users:** salons, professionals and business customers using Davines Group products and services
- **End Consumers:** individuals who use and are impacted by the Group's products and services

- **Suppliers:** suppliers, contractors, subcontractors and other business partners in the upstream value chain
- **Distributors:** commercial partners involved in the distribution and marketing of the Group's products
- **Community:** local communities impacted by Davines Group's activities, including operations, sourcing of raw materials, and sales of its products
- **Environment:** recognising the environment as a key stakeholder and acknowledging its close connection with the effective protection and fulfilment of human rights

Davines Group recognises that human rights impacts may occur in connection with its business relationships. Where such impacts are identified and are directly linked to its business relationships, Davines Group commits to using its leverage, where possible and in line with its role and level of involvement, to encourage respect for human rights and support appropriate remediation, consistent with the United Nations Guiding Principles on Business and Human Rights.

3. International Standards and References

Davines Group's commitment to respecting human rights is grounded in internationally recognised frameworks, including:

- the **United Nations Guiding Principles on Business and Human Rights**;
- the **International Bill of Human Rights**, including the Universal Declaration of Human Rights;
- the **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**.

4. Our Commitments

Davines Group commits to:

- Respect human rights** by avoiding causing or contributing to adverse human rights impacts throughout its value chain and by addressing such impacts when they occur.
- Assess actual and potential negative human rights impacts** related to its operations, products and services, including impacts directly linked to its business relationships throughout the value chain.

c) **Provide or support access to remedy** where Davines Group has caused or contributed to adverse human rights impacts, and to use its leverage to encourage remediation where adverse impacts are directly linked to its business relationships.

d) **Conduct human rights due diligence**, proportionate to the nature and context of its activities.

Davines Group recognises that certain rights may be subject to lawful limitations where necessary to prevent harm to others, in line with applicable human rights law.

5. Human Rights Due Diligence

Davines Group is committed to developing and implementing an approach to human rights due diligence that is proportionate to the nature, scale and context of its activities.

This includes:

- identifying and assessing potential and actual human rights risks and impacts;
- considering how these risks and impacts may be addressed through relevant internal processes;
- taking actions, where appropriate, to prevent, mitigate or address adverse impacts;
- reviewing and improving its approach over time.

6. Human Rights within our Value Chain

Davines Group recognises that human rights apply throughout its entire value chain and that potential human rights impacts may arise in different activities and business relationships.

Davines Group commits to carrying out a **human rights materiality and risk assessment** across its value chain, with the objective of identifying and prioritising its **salient human rights issues**.

The identification of salient human rights issues will support Davines Group in understanding where the risk of negative human rights impacts may be greatest and in focusing its future actions accordingly. This prioritisation does not imply that other human rights are less important, as Davines Group remains committed to respecting all internationally recognised human rights.

7. Business Partners and Value Chain

Davines Group seeks to work with business partners who share its commitment to respecting human rights.

The Group:

- communicates its human rights expectations to suppliers and business partners;
- considers human rights aspects in supplier selection and engagement;
- encourages responsible practices throughout the value chain;
- uses its leverage to promote respect for human rights and address adverse impacts where identified.

8. Governance and Responsibilities

This Human Rights Policy has been approved by the Board of Directors of Davines Group, which oversees its implementation.

All people working for the Davines Group, at all levels and across all roles, including leadership, are expected to act in accordance with this Policy.

9. Reporting, Grievance Mechanisms and Remedy

Davines Group is committed to **providing or cooperating in legitimate remediation processes** where it identifies that it has caused or contributed to adverse human rights impacts.

Davines Group has established a **public whistleblowing and grievance mechanism**, accessible to both internal and external stakeholders, through which concerns related to potential or actual human rights impacts may be raised in a safe, confidential and accessible manner.

Reports may be submitted in good faith by employees, suppliers, business partners, workers in the value chain, consumers, communities and other affected stakeholders, without fear of retaliation.

All reports are assessed and handled in a fair and timely manner. Where adverse human rights impacts are identified, Davines Group commits to taking appropriate corrective actions and, where relevant, to engaging with affected parties to support effective remediation.

10. Review and Continuous Improvement

This Policy is reviewed periodically to ensure its continued relevance and effectiveness.