

HUMAN RIGHTS POLICY

*ETHICAL
BUSINESS
PRACTICES*



SECRID

HUMAN RIGHTS POLICY

At Secrid, we believe business should be a force for good. We recognise that our activities can have both positive and negative impacts on people and communities.

TABLE OF CONTENTS

1	INTRODUCTION	P 04
2	SCOPE	P 04
3	COMMITMENTS	P 04
3.1	International standards	
3.2	Fundamental labour rights	
4	GOVERNANCE	P 05
4.1	Roles & Responsibilities	
4.2	Due diligence	
4.3	Remediation & Grievance	
4.4	Policy review	
	OUR COMMITMENT	P 07

1 INTRODUCTION

At Secrid, we believe business should be a force for good. We recognise that our activities can have both positive and negative impacts on people and communities.

This Human Rights Policy complements the Secrid Code of Conduct and formalises our commitment to respecting internationally recognised human rights across our operations and value chain, in line with internationally recognised standards.

We aim to avoid causing or contributing to adverse human rights impacts and to address such impacts when they occur.

2 SCOPE

This policy applies to:

- *All Secrid employees and operations*
- *All business relationships, including suppliers, subcontractors, and partners*
- *All individuals and communities who may be affected by our operations and value chain*

3 COMMITMENTS

3.1 INTERNATIONAL STANDARDS

Our human rights commitments are in line with internationally recognised standards. This includes, at minimum, the rights expressed in:

- *The Universal Declaration of Human Rights (UDHR)*
- *The International Bill of Human Rights*
- *The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work*
- *The United Nations Guiding Principles on Business and Human Rights (UNGPs)*

3.2 FUNDAMENTAL LABOUR RIGHTS

Our human rights commitments are implemented through the Secrid Code of Conduct, which sets clear expectations for our partners.

These include, among others:

- *Prohibition of child labour, forced labour, and discrimination*
- *Respect for freedom of association and fair working conditions*
- *Provision of safe and healthy working environments*
- *Respect for marginalised communities*

The Code of Conduct is a binding requirement for our partners and forms the foundation of how we work together.

4 GOVERNANCE

4.1 ROLES & RESPONSIBILITIES

This Human Rights Policy is approved by Secrid's highest governing body.

All employees are expected to be aware of and act in accordance with this policy and Secrid promotes awareness of this policy through internal communication, onboarding, and integration into relevant business processes.

Suppliers and business partners are informed of our expectations through the Secrid Code of Conduct and ongoing engagement.

4.2 DUE DILIGENCE

Secrid is committed to identifying, preventing, and mitigating potential and actual adverse human rights impacts linked to our activities.

We do this by:

- *Assessing human rights risks within our operations and value chain*
- *Integrating findings into relevant business processes and decision-making*
- *Monitoring the effectiveness of our actions*
- *Communicating our approach and progress where relevant*

Our approach is aligned with the expectations of the United Nations Guiding Principles on Business and Human Rights.

4.3 REMEDIATION & GRIEVANCE

Where Secrid identifies that we have caused or contributed to adverse human rights impacts, we are committed to providing for or cooperating in their remediation.

We support access to remedy through:

- Our [Whistleblowing Policy](#) and reporting mechanism, available to employees, suppliers, partners, and other stakeholders to confidentially raise concerns regarding misconduct or potential human rights violations
- Corrective action processes in case of non-compliance within our value chain
- Dialogue with relevant stakeholders where appropriate

Secrid prohibits retaliation against individuals who raise concerns in good faith.

We aim to ensure that concerns can be raised safely, confidentially, and without fear of retaliation.

4.4 POLICY REVIEW

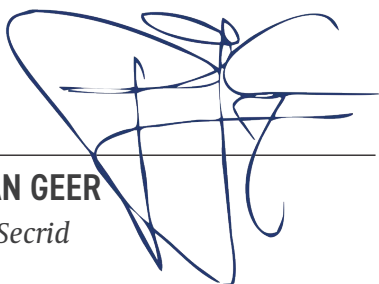
Secrid is committed to continuously improving its approach to human rights. We will periodically review this policy and our practices to ensure alignment with evolving standards and expectations.

Questions or feedback? Please contact: [*info@secrid.com*](mailto:info@secrid.com)

OUR COMMITMENT

The owners of Secrid hereby declare that:

- *As owners of Secrid, we fully endorse this Human Rights Policy and affirm our commitment to respect internationally recognised human rights across all our activities.*
- *We acknowledge our responsibility to uphold its principles and to ensure that respect for people, dignity, and fair treatment is embedded in everything Secrid does — throughout our operations and value chain.*
- *By signing below, we confirm that this policy reflects our values and sets clear expectations for how Secrid conducts business responsibly and ethically.*



RENÉ VAN GEER
Founder, Secrid



MARIANNE VAN SASSE VAN YSSELT
Founder, Secrid



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