



Human Rights Policy

Introduction:

Esprit recognises the inherent dignity of every individual and is committed to respecting and promoting human rights in all our operations and throughout our business relationships. This policy reflects our commitment to conducting business in a manner that respects the rights and dignity of all people, in line with the United Nations Universal Declaration of Human Rights.

Objective:

To guide Esprit's efforts to operate in a way that avoids human rights abuses, both directly and indirectly, and to promote a positive human rights impact wherever we have a presence.

Scope:

This policy applies to all Esprit operations, subsidiaries, projects, employees, contractors, suppliers, and partners.

1. Diversity, Equity and Inclusion

- a) Esprit will not tolerate or engage in any form of discrimination, harassment, or abuse.
- b) We will ensure that all employment-related decisions are based on relevant qualifications, merits, and business needs, and are not influenced by irrelevant factors, including race, gender, religion, or nationality.

2. Safe and Healthy Working Conditions:

- a) Esprit commits to providing a safe and healthy working environment for all employees, contractors, and other stakeholders.
- b) We strive to prevent accidents, injuries, and occupational illnesses in all operations and projects.

3. Freedom of Association:

- a) Esprit respects the rights of workers to associate or not to associate with worker organisations, including trade unions.

4. No Child or Forced Labor:

- a) Esprit prohibits the use of child labour or forced labour in any of our operations or in our supply chain.
- b) We adhere strictly to minimum age provisions of applicable laws and regulations.

5. Fair Compensation:

- a) We provide wages that meet or exceed the legally required or industry standard rates, whichever is higher.
- b) We commit to ensuring timely compensation for all employees for all hours worked.

6. Indigenous Peoples and Local Communities:

- a) Esprit recognises and respects the rights, history, and unique contributions of indigenous peoples and local communities in regions where we operate.
- b) We commit to fostering understanding, reconciliation, and constructive engagement with these communities.

7. Environment and Sustainability:

- a) Esprit acknowledges the intricate relationship between human rights and the environment. We are dedicated to sustainable business practices that not only minimise our environmental footprint but also bolster community welfare.

8. Privacy and Data Protection:

- b) We commit to safeguarding personal information and ensuring it's used responsibly and transparently. Our privacy measures are in line with our Privacy Statement, ensuring compliance with the latest data protection regulations.

9. Supply Chain and Business Partners:

- a) Esprit expects our business partners, including suppliers and contractors, to uphold the principles in this Human Rights Policy.
- b) Regular assessments will be conducted to ensure compliance within our supply chain.

10. Reporting & Transparency:

- a) We encourage open communication and feedback from our employees and stakeholders regarding our human rights practices.
- b) All concerns will be taken seriously and will be investigated promptly.

Training and Capacity Building:

- a) Esprit will provide training to our employees to ensure they understand and can implement our human rights commitments.
- b) We will continuously seek opportunities to enhance our capacities and those of our partners to respect and promote human rights.

Review and Continuous Improvement:

This policy will be reviewed annually to ensure it remains relevant and aligned with Esprit's strategic goals and the latest best practices in human rights.

Policy Approval and Adoption:

This policy has been approved by the Board of Directors of Esprit