

# HUMAN RIGHTS POLICY

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## 1. The purpose of this policy

The purpose of this policy is to set clear guidelines and principles for the Camper Group to respect and promote all internationally recognized human and labour rights relevant to our business and stakeholders. Additionally, it aims to prevent or minimise any violations that may occur as a result of our activities, both within our organisation and across our supply chain

Our commitments are in accordance with the following principles and guidelines:

- The International Bill of Human Rights (OHCHR).
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.
- The United Nations (UN) Guiding Principles on Business and Human Rights.
- The OECD Guidelines for Multinational Enterprises.
- The UN Global Compact, to which we are a signatory.

We are dedicated to ensuring that our business operations and those of our supply chain adhere to these standards, thereby fostering a responsible and ethical working environment. This rigorous approach underscores our zero-tolerance policy towards

any form of human and labour rights violations, ensuring accountability and continuous improvement in our practices.

## **2. Who it applies to**

This document is binding in nature and of global application to all companies of the Camper Group, NNormal and Casa Camper -hereinafter referred to indistinctly in this document as “Camper” or “Company”, regardless of the position they hold, their geographical location or the legal form by which they are linked to the company; It also applies to those people who carry out their activity for Camper through other companies, such as workers from temporary employment agencies, and in general, workers from any contracted or subcontracted company.

Commitment to our Code of Conduct and Ethics or our Suppliers Code of Conduct automatically affirms compliance with the principles contained in this Policy to ensure respect for human and labour rights, as well as any national or international human and labour rights legislation.

## **3. Definitions**

### **3.1 Human Rights**

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

### **3.2 International Bill of Human Rights (OHCHR)**

The International Bill of Human Rights refers to three key documents that outline the core principles of human rights: the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR). These instruments collectively establish a comprehensive framework for the universal protection and promotion of human rights and freedoms.

### **3.3 International Labour Organization (ILO)**

The International Labour Organization (ILO) is a United Nations agency founded in 1919 that brings together governments, employers, and workers from 187 member states. It is dedicated to promoting social justice, internationally recognized human and labour rights, and decent work for all women and men through setting labour standards, developing policies, and devising programmes. The ILO believes that social justice is essential to universal and lasting peace.

## **4. Commitments**

We commit, and require our partners to commit, to comply with all applicable laws and regulations at the national and local levels where employees work.

#### **4.1 Freedom of association and the effective recognition of the right to collective bargaining**

We recognize and admit the right for management and employees to organise labour unions and employee unions, the right to participate freely in associations of their choice, and the freedom of collective bargaining.

#### **4.2 Prohibition of Forced Labour**

We, and our business partners, shall not engage in any form of forced labour, compulsory labour, and human trafficking, including modern slavery and forced labour through physical or mental restraint.

#### **4.3 The effective abolition of child labour**

We, and our business partners, shall not employ children under the age of 16, or under the age for completion of compulsory education, or under the legal minimum age for employment as defined by applicable law, whichever is higher. Juvenile workers (ages 16 and 17) shall not perform work which, by its nature or circumstances in which they are carried out, is likely to compromise their health, safety or morals.

#### **4.4 The elimination of discrimination**

We shall not discriminate or be complicit in the employment of discrimination relating to recruitment, wages, promotions, termination or retirement on the grounds of race, gender, age, nationality, origin, ethnicity, religion, sexual orientation, gender identity, physical or mental disability, medical condition, disease, generic characteristics, pregnancy, marital or socioeconomic status, political opinion, affiliation with the labour union, etc. The commitment to make all employment decisions based on the principle of equal employment opportunities is clearly stated in our Diversity, Equity and Inclusion Policy.

#### **4.5 Ensuring a safe and healthy working environment**

We, and our business partners, are committed to providing a safe and comfortable working environment. It is our responsibility, and our partners', to ensure that the occupational health and safety requirements applicable under the laws of the countries in which we operate and the people employed perform their work, are met.

#### **4.6 Protection of personal data**

We recognize the importance of safeguarding the personal data of our customers, employees, and partners. We pledge to collect, process, and store personal data transparently and securely, adhering to all applicable laws and regulations to ensure that personal data is handled responsibly and protected against unauthorised access, disclosure, alteration, or destruction.

### **5. Training and adoption of this policy**

Camper is dedicated to making every effort necessary to educate all employees and business partners on the contents of this policy, with a particular emphasis on the practical application of human rights within the workplace.

Within the company, our Code of Conduct and Ethics embodies the commitments outlined in this policy. Camper is committed to providing ongoing training on the internal Code.

For our business partners, as detailed in our Purchasing Policy, we require all Intermediate and Significant suppliers to adhere to our Suppliers Code of Conduct, which outlines Camper's expectations regarding the commitment to human rights.

## **6. What to do if a Human Rights' violation is detected**

In the event that any employee or third party detects a human rights violation or suspects that one has occurred, they must report it immediately through the Whistleblower Channel.

To this end, Camper provides its stakeholders a third-party managed complaints tool, available at [camper.com](https://report.whistleb.com/es/camper) or via <https://report.whistleb.com/es/camper>, which guarantees the confidentiality of the complaint, unless the employee expressly and voluntarily provides contact details and authorises its use, or if it is essential to continue with the complaint process.

Information regarding the Whistleblowing Channel is also available to employees on the Intranet, which outlines the procedure for reporting human rights violations or suspicious of such violations, and how the report will be handled. The Whistleblower Channel guarantees safeguards for employees in relation to confidentiality and its protection.

Camper will not permit any form of retaliation against staff members who have reported, in good faith, a violation or potential violation, and ensures that it will maintain confidentiality and avoid any disciplinary action against staff who have reported such violations.

## **7. Other resources**

This policy is aligned with our:

- [Code of Conduct and Ethics](#)
- [Suppliers Code of Conduct](#)
- [Purchasing Policy](#)
- [Whistleblower Channel Policy](#)

## **8. Governance**

Camper will evaluate the effectiveness of this Policy and the implementation of it on an ongoing basis, based on the adherence from suppliers to our Suppliers Code of Conduct, the results of the periodic ESG self-assessments and/or specific audits and the feedback received from the different grievance mechanisms. The content and adoption of this Policy will be monitored by the Compliance Committee.

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