



# Better Collective

## Policy Commitment to Human Rights



## Introduction

Human rights are rights that derive from the inherent dignity of the human person. They are unconditional, meaning that we have them merely by virtue of being human. These rights persist even if regulators try to limit them through lawmaking, and if a conflict of rights arise human rights always take precedence. Dignity is at the core of human rights, which is about the preservation and protection of human decency. Due diligence is a key practice in a business' effort to respect human rights by not causing any harm. Businesses concerned with human rights must acknowledge these as universal, but the cultural context should also be taken into account when addressing or remedying human rights issues.

## Scope

Present policy applies to all employees across all functions and units across the Better Collective Group. Although governments around the world bear the primary responsibility for safeguarding human rights, we also acknowledge our corporate responsibility to respect human rights. Our commitment to human rights is informed and guided by key UN conventions such as the International Bill of Human Rights, the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

## Purpose

Better Collective persistently strives to be a responsible corporate citizen, which entails respecting human rights and supporting the protection as well as advancement of human rights. The purpose of the present human rights policy is to further commit Better Collective to act on the Universal Declaration on Human Rights. At Better Collective we feel a strong social commitment to our employees and the local communities in which we are active.

This policy should solidify our commitment to human rights within the Group, while it also may help employees to better understand the joint responsibility we hold. Including everyone at Better Collective hopefully encourages for more actions to enhance our human rights efforts inside as well as outside of the Group.

## Why Human Rights Matter to Us

With offices and operations across the world, we seek to uphold global standards for responsible business such as: equal opportunity, the freedom to associate and bargain collectively, the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labor. Better Collective's human rights' focus relates to pillar II and III of the "protect, respect and remedy" framework as presented by the United Nations.

When operationalising pillar II we see risk based due diligence as a constant exercise, and we must prevent, mitigate and repair remedy in any given case. Better Collective views stakeholder engagement as critical both in cases where human rights may have been violated, but also in cases where respect for human rights must be maintained.

## Our Position

At Better Collective we recognise our responsibility to operate with respect to human rights, and believe that everybody deserves to be treated equally with respect and dignity. It is



paramount that our business practises do not cause or contribute to adverse impacts on human rights and that our business partners respect human rights.

Therefore, the Board of Directors has adopted the present policy commitment to human rights on behalf of the Better Collective Group. The Board has delegated the responsibility to implement the policy to senior executives that report to our CEO. The senior executives oversee the implementation and report on impacts and progress to the Board of Directors and the management team continuously. Our efforts are focused on our salient human rights issues, and we apply a risk-based approach to avoid causing or contributing to adverse human rights impacts.

## **Our Commitment**

We continuously seek to identify, prevent, mitigate and avoid causing and/or contributing to adverse human rights impacts both with regards to our own employees and in our business operations. In the event that Better Collective causes or contributes to adverse impacts on human rights, active remediation will be provided. If adverse impacts are caused by a business directly linked to us, we will use our leverage to remedy the situation.

Respect for human rights involves all parts of Better Collective's value chain, and we acknowledge that we can influence adverse impacts on human rights in all parts of our business activities; from how we act as an employer, to which partners we work with, in which countries we are active, and how we interact with our users and employ their data.

Additionally, we encourage the promotion of human rights through our own policies, standards and practises such as:

- Our Code of Conduct, which presents our values and our commitment to ensuring a workplace that supports equal opportunity, dignity and respect
- Our Modern Slavery Policy, through which we support the international efforts to abolish all forms of modern slavery, while our objectives is to eradicate forced labour and human trafficking.

Better Collective also engages with relevant stakeholders including industry peers, governments, nongovernmental organisations and employees on human rights issues.

## **Communication**

In our annual sustainability report, our annual financial report and the above-mentioned policies and Code of Conduct, we communicate about our practises, initiatives and progress within our sustainability and human rights work.