



Human Rights Policy

Respecting human rights is a fundamental part of Addis' responsibility as a company and is vital to operate our business sustainability. Addis is committed to respecting fundamental human rights in our operations, our supply chain, and in the communities where we operate. We seek to avoid abuses to people's human rights and to use our influence to promote human rights.

Our commitment to operating with respect for human rights is reflected in all aspects of Addis' business operations and is integrated in our company policies and relevant procedures. We aim to identify, assess, and manage the human rights impacts of our business activities based on the operational context, our leverage and business relationships.

Addis looks to those human rights defined in the Universal Declaration of Human Rights and its two corresponding covenants, The International Covenant on Civil and Political Rights and The International Covenant on Economics, Social and Cultural Rights. Additionally, we also look to all other conventions identified by the United Nations as guiding principles for all business decisions.

Addis' approach to its business operations is informed by the ILO International Labour Organisation Declaration on Fundamental Principles and Rights at Work. All businesses that are within our supply chain, including ourselves, are expected to undergo a social/ethical audit under these principles and supply is dependent on passing the audit criteria.

Priorities

Addis Strives to prioritise the management of the human rights impacts of our business activities based on the operational context, our leverage and business relationships. As a result, we concentrate on our own operations and suppliers, although we aim to also prevent and mitigate adverse human rights impacts in the whole supply chain. Due to the nature of our business we are focusing our efforts to human rights related labour conditions. Addis does, however recognise that our human rights become greater priorities over time and we will review the policy when necessary.