



LADORIA  
GROUP

LDH (LA DORIA) LTD

# Human Rights Policy



## Human Rights Policy

At LDH we are committed to operating as a responsible business and respecting all internationally recognised human rights standards. In line with the United Nations Guiding Principles on Business & Human Rights (2011), we are committed to upholding the principles set out in the UN Declaration on Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

Everyone is entitled to human rights, without discrimination. Ensuring that the human rights of our employees and workers in our supply chains are respected is vital from a business and moral perspective.

### Our principles

Our human rights policy sets out how LDH respects human rights by having policies and processes in place to identify, prevent and mitigate any adverse human rights impacts. This policy is put into action through LDH's processes, for example our risk assessment, management and monitoring mechanisms.

We expect our own personnel, business, and supplier partners to protect and uphold human rights as outlined in this document and as prescribed in local and international law. Below sets out the principles and standards that we expect our business and supplier partners to adhere to:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wage shall be paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh treatment of workers is allowed

We also have standards which outline how we expect our suppliers to work with third party labour agencies and smallholders, and outline our requirements on grievance mechanisms, modern slavery reporting and gender-based discrimination. Please see our Supplier Code of Conduct for further information.

### Governance

The Responsible Sourcing Manager drives the development and implementation of all activities related to responsible sourcing and human rights in our supply chains. The Technical Director, who sits on the Board of Directors, has oversight and close involvement with the responsible sourcing programme and informs all company directors of progress and issues on a quarterly basis. There is a close contact on a regular basis with the Procurement team, and internal escalation mechanisms to Director and CEO level, which have been effectively applied in recent years in response to human rights violations detected at a manufacturing site.

### Implementation of this policy

In accordance with these principles, LDH (La Doria) Ltd has developed systems and controls to identify and address human rights risks and violations within our business and supply chains. Audits are required in line with our retail customer requirements to assess compliance against the ETI Base Code and determine whether human rights risks and violations are present. In addition, LDH conducts annual responsible sourcing risk assessments for all Tier 1 suppliers to determine where actual and potential human rights risks may be present.



Our suppliers are monitored for compliance and progression through social audit reports. Where audits highlight shortcomings, suppliers are required to implement actions to ensure the close out and verification of non-compliances and continuous improvement.

Action plans, which are developed in dialogue with suppliers, are put in place for suppliers which are assessed as high risk through the LDH responsible sourcing risk framework. The action plans support supplier partners to systematically improve human rights conditions down the supply chain. Suppliers that fail to improve in accordance with their action plan are required to take immediate corrective action.

Our Modern Slavery Statement outlines our approach to prevent, identify, and remediate modern slavery within our business and supply chains and suppliers are expected to adhere to these principles.

We are continually reviewing and evolving our approach to addressing human rights, including labour rights in our supply chain. Employees and suppliers who violate LDH's policies will be subject to disciplinary action. LDH provides support and assistance where necessary to help build capacity and capability within our supply chains.



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