

Lindex human rights policy

Respect for human rights is fundamental to Lindex. We are committed to ensuring that fundamental rights are respected and that people are treated with dignity and respect – in our operations, our value chain and in the communities where we operate. Lindex is committed to identifying, preventing and mitigating adverse human rights impacts resulting from or caused by our business activities or those of our business and franchise partners through a human rights due diligence and mitigation process.

Lindex Human Rights Policy is guided by international human rights principles encompassed in The International Bill of Human Rights (which consists of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights and its two Optional Protocols), the Convention on the Rights of the Child, Children's Rights and Business Principles, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.

Scope

Lindex is committed to remediate adverse human rights impacts that we may cause or contribute to. In circumstances where human rights are infringed upon by third parties with links to Lindex, we strive to use our leverage together with relevant stakeholders to ensure that those impacts are remedied and future impacts are prevented.

In order to integrate human rights considerations into the management of our business, human rights due diligence is part of our risk assessment. We concentrate our efforts on human rights related to labour conditions with a special focus on women's rights and empowerment, transparency as well as water and chemical management, since access to clean water is a human right. We are aware that other human rights may become greater priorities over time and we will regularly review our focus areas.

Community and Stakeholder Engagement

Lindex recognizes its impact on the communities in which we operate. As a global organisation our values and way of working affect many people and we believe it is important to contribute in a positive way to the communities along our value chain. We do this by engaging in projects which focus on female workers' health and needs. This knowledge is spread through training to all workers in the factory and also reach the surrounding communities. We support schools through employee engagement. We also work with access to clean water and sanitation with focus on women in the communities where we have production.

Where appropriate, we are committed to engage with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.

Employees

Lindex respects the human rights of all employees within the company and strives to comply with all national laws and applicable regulations. Lindex requires all employees to comply with its Ethical Policy and the Group Code of Conduct regardless of the country in which they operate, read more [here](#).

Suppliers

Lindex works with suppliers and business partners to ensure that human rights are respected in the supply chain, based on our business relationships, leverage and operational context. Our engagement is manifested through our Minimum Requirements as well as the BSCI Code of Conduct and is managed through applicable follow-up procedures. As appropriate, we use tools for human rights risk and impact assessments to identify actual and potential human rights issues. Actions to manage and address human rights risks and impacts are guided and carried out through dialogue and collaboration with relevant stakeholders, and with support from our audit and remediation program.

We recognize that gender equality is a human right, therefore we are working with our supply chain on creating inclusive workplaces for women in order to give the same opportunities to women as to men.

Customers

Lindex respects the rights of our customers in all operating countries, including the right to privacy, e.g. by safe storage of personal data, as outlined in the Lindex Privacy Policy found at lindex.com, and the right to be free from discriminatory practices as outlined in our Discrimination Policy. Lindex is committed to responsible marketing where diversity is crucial.

For questions concerning the policy or its contents, please contact:

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