

policy



enhancing
everyday
life

The Vita Group Human Rights Policy

www.thevitagroup.com

Title: VITAESGPOL03	Version: 2.0	Author: L. Meade	Reviewed by: B. Groarke
Date: October 2025	Status: Final	The controlled version is on the Vita intranet	Review date: October 2026

We are committed to our purpose of “creating comfort, delivering performance and enhancing everyday life”. To truly live our purpose it is essential that all of our employees are able to enjoy good working conditions and have their Human Rights respected.

To develop this policy, we undertook a double materiality assessment which included a review of Human Rights in our operations and across the value chain. Our assessment concluded that the topic of Human Rights and Supply Chain is material both financially and impactfully. However, this is driven more by supply chain and material risk as opposed to human rights risks. Despite this, due to the materials we purchase and countries included in our supply chain, it is important to communicate our commitment to Human Rights and to make clear to our suppliers the standards we require of them to do business. To facilitate this, we have implemented our Know Your Supplier due diligence process and our Supplier Code of Conduct.

We are committed to upholding:

- The United Nations (UN) Declaration on Human Rights, in particular Article 23;
- The International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

These commitments include the core rights to:

- (a) ensure that our employees have the freedom of association and the effective recognition of the right to request, in line with local legislative processes, collective bargaining;
- (b) never use any form of forced or compulsory labour;
- (c) never use any form of child labour; and
- (d) make sure policies and processes are in place to eliminate discrimination in respect of employment and occupation
- (e) Every employee, without any discrimination, has the right to equal pay for equal work.
- (f) Every employee has the right to just and favourable conditions of work.
- (g) Every employee has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity

We also require all of our suppliers, through our Sustainable Procurement Policy (VITAESG02), to commit to upholding these standards also.

We believe that the products we produce support Article 25 of the Declaration of Human Rights. Namely, the products we make provide comfort, deliver performance and enhance everyday life through enabling a standard of living to support personal wellbeing. We commit to supporting charities that operate in our local communities that:

- Provide comfort to homeless people through providing our support their aims for no profit/gain.

Monitoring Policy

We will monitor the application of this Policy through the Vita Management Team and the environment, social, governance steering group. We have a whistleblowing process for breaches of policy to be flagged. We will report annually on our performance externally. We follow a ‘plan, do, check, act’ (PDCA) process and will amend this Policy in line with any PDCA review or change in materiality.

Omar Hoek
Chief Executive Officer

Document History	
1.0	First draft
2.0	Edits to reflect Double materiality assessment 2024

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