



## **HUMAN RIGHTS POLICY**

Respect for human rights is fundamental to the Stockmann Group's (hereafter Stockmann) values and operations. This Human Rights policy complements the Stockmann Code of Conduct and further defines the Group's approach to human rights.

Stockmann complies with international and national laws and regulations valid at any time in the countries in which it operates. Stockmann's operations are also guided by international treaties and recommendations, such as the UN's Universal Declaration of Human Rights and Convention on the Rights of the Child, the ILO'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.

### **Commitment to human rights**

Stockmann respects and promotes all human rights. We avoid causing or contributing to adverse human rights impacts through our activities, and address such impacts when they occur.

Stockmann is committed to ensuring that fundamental rights are respected and that people are treated with dignity and respect. We have and will carry out further human rights due diligence as required in the United Nations Guiding Principles on Business and Human Rights, in order to identify, prevent and mitigate adverse human rights impacts resulting from or caused by our business activities.

Stockmann is committed to procedures enabling the company to remediate adverse human rights impacts that it may cause or contribute to. In circumstances where human rights are infringed upon by third parties with links to Stockmann, 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 and subject to regular review.

### **Scope and stakeholder engagement**

This policy has been approved by the Stockmann Board of Directors and it is implemented with the help of management systems. This policy applies to employees and management staff in all Stockmann business units



without exception. The Group's operations can particularly have an impact on the human rights of our personnel, business partners and people in our supply chain, customers, and communities where we operate.

We work with our own brand suppliers and producers to ensure that human rights and labour rights are respected in the production of our own brand products. Stockmann is a member of amfori, the leading global business association for open and sustainable trade. We improve the social performance of our supply chain via amfori BSCI.

### **Reporting suspected violations**

Stockmann's whistleblowing channel is a tool for Stockmann's own employees, business partners and other stakeholders to report suspected or detected violations of the Stockmann Code of Conduct, this Human Rights Policy or other corporate policies.

<http://www.stockmanngroup.com/en/code-of-conduct>

*This policy has been approved by the Stockmann Board of Directors on 13 February 2018.*