

	Human Rights Policy	No:	5.2.1.4
		Date:	18/08/2026
		Page:	Page 1 of 2
		Rev:	01
		Authorised by:	A Mizgier

1. Our Commitment

Xampla (“the Company”) recognises that its activities and business relationships may affect the rights and dignity of people, including employees, workers in its supply chains, customers, communities, and other stakeholders.

The Company is committed to respecting internationally recognised human rights across its operations and business relationships, in line with the UN Guiding Principles on Business and Human Rights.

2. International Frameworks We Uphold

The Company’s commitment is grounded in the following internationally recognised frameworks.

2.1 UN Guiding Principles on Business and Human Rights

The Company aligns its approach with the UN Guiding Principles on Business and Human Rights. This means we commit to:

- Avoiding causing or contributing to adverse human rights impacts through our own activities.
- Seeking to prevent or mitigate adverse human rights impacts directly linked to our operations, products, or services through our business relationships.
- Conducting human rights due diligence to identify, prevent, mitigate, track, and account for human rights risks and impacts.
- Communicating how we address material human rights impacts in a manner appropriate to the severity of the issue and the needs of affected stakeholders.
- Providing or cooperating in remediation where the Company has caused or contributed to adverse human rights impacts.

2.2 International Bill of Human Rights

The Company respects the rights set out in the International Bill of Human Rights, comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

These rights include, among others, the rights to life, liberty and security of person; freedom from torture, slavery and arbitrary detention; freedom of thought, conscience and expression; just and favourable conditions of work; and an adequate standard of living.

2.3 ILO Declaration on Fundamental Principles and Rights at Work

The Company is committed to upholding the principles set out in the ILO Declaration on Fundamental Principles and Rights at Work.

These include:

- freedom of association and the effective recognition of the right to collective bargaining;
- elimination of all forms of forced or compulsory labour, including modern slavery and human trafficking;
- effective abolition of child labour, including compliance with applicable minimum-age standards;
- elimination of discrimination in respect of employment and occupation;
- and a safe and healthy working environment.

	Human Rights Policy	No:	5.2.1.4
		Date:	18/08/2026
		Page:	Page 2 of 2
		Rev:	01
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3. Scope and Application

This statement applies to all entities within the Company. It sets the minimum standard expected across the organisation.

The Company expects business partners, suppliers, and contractors to act consistently with this statement and to apply equivalent standards in their own operations. These expectations will be communicated through procurement, contracting, and partnership processes.

4. Governance and Accountability

Responsibility for this statement and for human rights performance sits at the most senior level of the Company. The Board, or an equivalent senior governing body, holds oversight of the Company's human rights commitment and its implementation.

The Company will review this statement periodically and whenever there is a material change in its business or operating context.

5. Access to Remedy

Where the Company has caused or contributed to an adverse human rights impact, it is committed to providing or cooperating in legitimate remediation. The Company maintains grievance mechanisms that are accessible, confidential where appropriate, and designed to protect against retaliation.

6. Transparency and Reporting

The Company is committed to transparency about its human rights approach and performance.

Date statement implemented: 18/08/2026

Signature of responsible person: Alexandra French



<https://www.businessrespecthumanrights.org/en/page/352/appendix-b-examples-of-policy-commitments>

UN Guiding Principles on Business and Human Rights (2011) —

https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

Universal Declaration of Human Rights (1948) — <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

ILO Declaration on Fundamental Principles and Rights at Work (1998, amended 2022) — <https://www.ilo.org/declaration>

B Corp Requirement 1.1.1 — Human Rights Commitment