



## **HUMAN RIGHTS COMMITMENT STATEMENT**

### **INTRODUCTION AND OVERVIEW**

The Board of Directors of InNature Berhad (“InNature” or “the Group”) are committed to upholding the rights and dignity of persons and employees as enshrined in the Universal Declaration of Human Rights.

InNature also subscribes to the following UN Global Compact 10 Principles:

- Human rights, labour, environment and anti-corruption
- UN Guiding Principles on Business and Human Rights
- International Labour Law
- Prohibiting child and forced labour
- Ensuring non-discrimination and equal opportunity
- Supporting a harassment-free and violence free workplace
- Prohibiting retaliation or any form of physical and mental disciplinary practice
- Respecting worker’s right to freedom of association
- Ensuring compliance with laws governing working hours and wages

The focus on human rights, ensuring the rights of the person, the child, the worker and all community groups is an essential aspect towards ensuring mutual respect, dignity and equality for our stakeholders. These include disenfranchised or marginalised groups.

This is very much part of developing a sustainable business model centred on ethical business practices and inclusive processes where value creation remains in the best interest of all stakeholders.

The Board and Senior Management intends for InNature’s unwavering commitment to human rights to be reflected across various aspects of its business operations as well as its supply chain and as much possible, in all dealings with stakeholders.

InNature is committed to addressing issues such as child trafficking and labour, modern slavery, women empowerment, domestic abuse, minority rights, marginalized societies and other issues. This includes excessive working hours and equal work for equal pay.

InNature also recognises its role in not just upholding human rights within its organisation but also across all stakeholder groups.

## RELATED POLICIES

In upholding human rights, InNature has developed its Ethical Trade Policy and Supplier Code of Conduct. Both are designed towards addressing potential or actual human rights violations within the Group's supply chain. The policies are provided in full here: <https://innature.com.my/corporate-governance/>.

Both policies serve as guiding documents that set the expected standard or expectations for supplier professionalism in relation to talent management, labour welfare and rights, equal opportunity and non-discrimination, compliance to local legislation and more.

### 3.1.4 Child Labour

There shall be no recruitment of child labour. Suppliers must comply with local laws, regulations and standards regarding the minimum employment age.

Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

Children and young persons under 18 shall not be employed at night or in hazardous conditions.

### 3.1.7 Prejudice and Discrimination

Suppliers will not tolerate any form of discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, health condition, pregnancy, union membership or political affiliation.

Suppliers should be committed to promote non-discrimination and gender equity, by treating all Workers in a fair manner during work, respecting and supporting human rights in order to ensure an environment free of discrimination and with equal opportunities.

*Examples of employment practices taken from both policies mentioned*

Matters of good corporate integrity and anti-corruption are also covered under the Group's Anti-Bribery and Corruption policy as well as the Code of Conduct and Business Ethics which can be found here: <https://innature.com.my/corporate-governance/>.

Our whistle-blowing channel also serve as a platform for any person, including the employee of our suppliers to report any issue that is violating InNature's commitment to human rights.

## **REFLECTING HUMAN RIGHTS ACROSS GROUP OPERATIONS**

The aforementioned policies provide a clear framework or approach for the promulgation of a human rights consciousness or organisational culture. The policies serve as the basis for the development of talent management policies, in dealing with customers and stakeholders as well as developing ethical and sustainable supply chains.

### **ACTION PLANS TAKEN**

In reflecting its commitment to upholding human rights, InNature has initiated a wide range of action plans and activities, targeted at employees, society and its supply chain.

These include collaborative efforts with non-government organisations (“NGOs”) and other societal bodies to hold awareness campaigns in relation to children’s and women’s rights.

The Group also employs its stores, brands and media platforms to promote the human rights agenda to customers through constant educational messaging that reinforces the agenda within customers and society. Creating awareness on social issues and speaking out against them is driven by the intention of creating positive social change.

Apart from setting the standard to prevent child labour issue in our supply chain, we have established our internal regulation by not employing children below the legal minimum working age requirement of any country. Employees and contract personnel must be at least eighteen (18) years of age (unless otherwise determined by the local laws of the host country).

In 2022, we have also enhanced our employee engagement mechanism with the establishment of Occupational Safety and Health Committee, Sports and Recreational Club as well as the Diversity, Equity and Inclusion Committee. The committee members consist of employee representatives from various divisions of the business. In addition to these committees, InNature also conducts an annual employee satisfaction survey to ensure that employees have a direct channel to give their feedback to management.

### **COMMUNITY PROGRAMMES AND ACTIVITIES**

InNature recognises the role it can play to improve the rights of one of our most important stakeholders in the beauty business, which are our customers and employees. Thus, the Group has actively pursued campaigns to improve the rights of women and children in Malaysia. The Group is guided by the following pledge to empower women and girls:

## OUR PLEDGE

Today, more than ever, we're committed to continuing Anita's fight to empower women and girls all over the world. Equality benefits the whole of society. When women have equal rights and education, it's better for everyone. These guiding principles are our north star, and our pledge to future generations.

We will be outspoken activists with the desire to **fight for the equality of rights and opportunities** between genders to empower women and girls.

We will **shed light and to educate on the issues** that really matter for equal rights and opportunities.

We will use our platform to amplify feminist leaders, voices and the movement, and celebrate those working towards a more equal and fair world.

We will **create products and experiences** that send a message of self-love and body acceptance and reject beauty standards.

InNature believes in effecting change in the world through activism. Activism occurs when our employees engage our customers and the public to inform them and galvanise them into effecting a change for the better, whether it be for the environment or for women's rights. Examples of our activism campaigns on human rights are illustrated below.

Between 2009 to 2011, InNature organised a campaign called Stop Child Sex Trafficking. The campaign called for the Malaysian government to ratify the United Nations convention on Human Trafficking, particularly for the protection of children from the sex trade. The campaign secured 10,000 signatures, which was handed over to the respective government ministries. On 22<sup>nd</sup> March 2011, the Home Minister and the Minister of Women, Family and Community Development, committed to ratifying the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution, and child pornography.



In 2018, InNature organised its End Child Marriage campaign together with Women's Aid Organisation ("WAO"), Sisters in Islam ("SIS") and Association of Woman Lawyers. The campaign called for the government to enact legislation for the minimum age of marriage of 18 years with no exceptions, regardless of gender, faith and ethnicity. The campaign garnered 159,700 signatures with the petition handed to the Deputy Minister of Woman, Family and Development.



In 2020, InNature organised the “Come Together Act Together” campaign which focused on tackling the issue of increased domestic violence against women and children during the Pandemic. Again, the Group worked closely with WAO and raised a total of RM17,004 over two months to support their work in ending domestic violence. The campaign’s objective was to raise awareness on domestic abuse through engagement. InNature also collaborated with World of Buzz, a social media site and WAO to create a social experiment video on regarding domestic violence, which gained a reach of 600,000.



From 2021, InNature has continuously supported SPOT, a comprehensive sexuality education NGO to deliver talks on self-confidence and puberty to students aged 13 and 14 years old from schools across Malaysia. These talks empower students, educating them on social and emotional well-being.



## GOING FORWARD

Business as a Force for Good remains the guiding principle for future action plans and programmes. InNature shall continue to support and collaborate with existing and new NGOs and other community groups that address human rights issues. In particular, the Group will continue to work with organisations that champion the rights of children and women.

It will also continue to focus on ensuring its present track record of zero incidents recorded for violation of human rights across its business operations.

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