

## **FELICIA DESIGN HUMAN RIGHTS POLICY STATEMENT**

Felicia Design is committed to conducting business in an ethical and responsible manner. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations' Universal Declaration on Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Felicia Design seeks to operate in compliance with all applicable laws wherever we do business.

We conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees. We similarly respect the legitimate interests of all those with whom we have relationships. In our business dealings we expect our partners to adhere to business principles consistent with our own.

We prohibit discrimination, forced, trafficked and child labor and are committed to safe and healthy working conditions and the dignity of the individual. We support the right to freedom of association and collective bargaining and effective information and consultation procedures.

We understand that human rights due diligence is an ongoing process that requires particular attention at certain stages in our business activities, such as when we form new partnerships or our operating conditions change, as these changes may create new potential or actual impacts on human rights. We manage this through our due diligence, our policies and internal systems, acting on findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

We continue to build the awareness and knowledge of our employees and workers on human rights, including labor rights, encouraging them to speak up, without retribution, about any concerns they may have, including through our grievance channels. We are committed to continue increasing the capacity of our management to effectively identify and respond to concerns. We also promote the provision of effective grievance mechanisms by our suppliers.

Felicia Design is dedicated to creating a workplace that values and respects people from diverse backgrounds and enables its employees to do their best work. We embrace the unique combination of talents, experiences and perspectives of each employee, making our success possible.

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