CHILLON
TRADING LIMITED

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Policy Statement on Human Rights

We, CHILLON TRADING LIMITED, recognize our responsibility to respect human rights. We believe that our business has a role to play in protecting and promoting human rights.

CHILLON TRADING LIMITED is committed to respecting internationally recognized human rights throughout our operations and supply chains. In line with the UN Guiding Principles on Business and Human Rights, and RJC Code of Practices (COP) 2024 Provision 6, our policy is based upon the international standards enshrined in the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (1998), and is implemented in a manner consistent with the Hong Kong Basic Law and the Hong Kong Bill of Rights Ordinance (Cap. 383), which give domestic legal effect to the International Covenant on Civil and Political Rights as applied to Hong Kong.

Human rights refer to a set of basic rights and freedoms that belong to every person in the world, regardless of where they are from, what they believe, or how they choose to live their life. It is a broad concept, with economic, social, cultural, political, and civil dimensions. For CHILLON TRADING LIMITED, respecting human rights means ensuring that any person involved in, or coming into contact with, our operations, supply chains, and products is treated with dignity, respect, fairness, and equality.

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This policy is informed by the ETI Base Code, the RJC COPs relating to labour rights, working conditions, and health & safety, and applicable Hong Kong law, as follows:

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

CHILLON TRADING LIMITED will continuously work to embed this policy throughout the relevant processes and procedures of the Company to ensure its effective implementation.

Human Rights Due Diligence

CHILLON TRADING LIMITED shall:

a. Conduct human rights due diligence, including impact assessment, to identify, prevent, mitigate, and account for adverse impacts, informed by consultation with Affected People or Groups.

b. Provide for, or support, remedy of any adverse impacts the Company has caused, contributed to, or been linked with.

c. Use best endeavours to influence business partners to prevent or mitigate their contribution to human rights risks.

d. Maintain a publicly accessible complaints and grievance mechanism.

e. Review this policy and due diligence process at least annually, and take corrective action where gaps are identified.

f. Communicate annually with Affected People or Groups and report publicly on due diligence efforts.

Where the Company is found to have contributed to a confirmed adverse impact, it shall cease or change the contributing activity, remediate to the extent of its contribution, and take corrective action to prevent recurrence.

This policy will be reviewed at least annually, or sooner if found inadequate through due diligence.

CHILLON TRADING LIMITED.

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