

## Human Rights Policy

### INTRODUCTION:

Debenhams' approach to Human Rights is a fundamental part of our company ethics and integrity and is based on the UN Guiding Principles on Business and Human Rights. We respect and support the dignity, wellbeing and human rights of our employees, the workers in our direct and extended supply chains and the communities in which we operate and trade.

### POLICY:

Our policy and approach is informed by respect for the International Bill of Human Rights and the Rights set out in the International Labour Organisation's (ILO) Declaration on Fundamental Principles, Rights at Work and our Code of Conduct. We endorse the International Bill through the Universal Declaration of Human Rights and its two corresponding covenants; The International covenants on economic, Social and Cultural Rights and the International covenant of the Civil and Political Rights.

Under the guidance contained in the UN Guiding Principles on Business and Human Rights, we recognise that while the states have a duty to protect, companies have the duty to respect human rights and to identify, prevent or mitigate human rights risks and to protect employee welfare. Pursuant to the Guiding Principles we have a due diligence risk map process to identify our salient human right issues and associated risks. Debenhams has a number of policies in place including our Supplier Code of Conduct to protect the workers in our supply chain and is committed to supporting human rights in our business operations to mitigate adverse impacts in our extended value chain. We are committed to work by way of partnership and collaboration with governments, civil society, suppliers, academics and businesses on human rights to help us to address risks, whilst building awareness to support grievance mechanisms that extend access to remedy in line with the UN Guiding Principles.

Debenhams works with its suppliers through contractual agreements and our Supplier Code of Conduct. Our Code is based on ILO core conventions and requires that goods are produced under "Acceptable conditions" which in Human Rights terms means operating lawfully, through fair and honest dealing, without exploitation of the people who made them, in decent working conditions and employed and with regard to the environment. The provisions of the Code constitute minimum and not maximum standards. We focus on, but are not limited to, the risk of harm associated with unsatisfactory management policies; lack of freedom of association and collective bargaining; forced or bonded labour; child labour and young workers; exploitative employment practises; long working hours and unfair wages.

Through our equal opportunities policy we aim to create an environment that offers all our employees the chance to use their skills and talent. Wherever possible the company makes reasonable adjustments to ensure that disabled employees are able to work effectively, including the provision of equipment, training and adjustment of the work environment or working times. We have a Health and Safety Policy, Data protection policy, Whistle Blowing policy to address concerns, Anti bribery & Corruption Policy to support our employees and proper support mechanisms to raise any grievances.