

MEKO AB
Box 195 42
SE-111 64 Stockholm
Visiting address:
Klarabergsviadukten 70, C6
Tel: +46 (0)8 464 00 20

Human Rights Policy

Introduction, purpose and scope

At MEKO, we take our commitments seriously to fulfill our responsibilities to respect and endorse internationally recognized human rights standards. This policy outlines our dedication to implementing the necessary practices and efforts to avoid negative impacts on human rights and to address any adverse impacts resulting from our business activities. We will continually educate our workforce, suppliers, and business partners on the significance of human rights and associated risks.

Our Human Rights Policy aims to define MEKO's commitment to respecting human rights and establish actionable guidelines for our operations. By adhering to this policy, we aim to safeguard the dignity and rights of workers, individuals, and communities affected by our operations

The policy applies to all employees across the companies and countries where MEKO operates, including board members and employees working under any of the Group's brands, such as affiliated workshops, and to all of MEKO's suppliers.

This policy shall be annually reviewed and submitted to the Board of Directors for approval.

Our commitment

Compliance

We are committed to complying with all applicable local, national and international human rights laws and recognized standards, such as:

- The OECD Guidelines for Multinational Enterprises
- The International Bill of Rights
- The ILO's Declaration on the Fundamental Principles and Rights at Work
- UN Convention on the Rights of the Child, article 32
- UN Global Compact's 10 principles
- The worker protection and the health and safety legislation that applies in the countries where operations are conducted. The labor law, including legislation on minimum wages, and the social security protection that applies in the respective country
- The environmental legislation that applies in the manufacturing country
- The UN Convention against corruption

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Diversity and inclusion

We are committed to maintaining an inclusive environment where all individuals are treated fairly and with respect. We uphold the principle of non-discrimination, ensure accessibility for persons with disabilities, and work towards mitigating unconscious bias.

Fundamental labor rights

We are committed to protecting labor rights and ensuring fair working hours for all direct employees and throughout our supply chain. We maintain a zero-tolerance stance on child labor and the exploitation of young workers, and we strictly prohibit forced labor in all our direct and indirect operations.

Freedom of expression

We are committed to fostering a workplace that supports freedom of speech, safe whistleblower practices, the right to strike, and the right to form or join a trade union.

Privacy rights

We are committed to safeguarding personal data and upholding privacy in strict compliance with international standards, including but not limited to the General Data Protection Regulation (GDPR), and best practices to ensure the highest standards of data security and privacy.

Vulnerable groups

We recognize the importance of paying special attention to the rights and needs of vulnerable groups within society, such as indigenous communities. We commit to responsibly engage with groups we may affect through free, transparent, and proactive consultation processes, ensuring that we identify and address any potential negative impacts of our operations.

Safe and healthy workplaces

We are committed to ensuring a safe and healthy work environment and strive towards zero accidents, injuries, and other work-related illnesses.

Supply chain engagement

We are committed to upholding human and labor rights standards within our supply chain by actively engaging and collaborating with suppliers and business partners to cultivate environments that prioritize safety, fairness, and equality. We require our suppliers to adhere to the high standards set forth in our Supplier Code of Conduct. This code outlines our expectations for ethical behavior, compliance with applicable laws, and commitment to social and environmental responsibility.

Moreover, we are vigilant about environmental issues related to our operations and supply chains, particularly those that could significantly affect communities, and we work to identify, mitigate, and address such impacts.

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Human rights due diligence

We are committed to regularly and systematically identifying, assessing, managing, and mitigating human rights risks and impacts using a risk-based approach across our value chain, including our own operations and supply chain

Communication

We commit to transparently report on how we address human rights impacts, including detailing outcomes and planned future initiatives, both within our organization and to external stakeholders.

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*This policy was adopted by the Board of Directors at the Board meeting in MEKO AB (publ) on
May 15, 2025*

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