

HUMAN RIGHTS POLICY

Respecting human rights is a fundamental part of Tag systems UK responsibility as a company and is vital to operate our business sustainably. Tag systems UK is committed to respecting fundamental human rights in our operations, our supply chain, and in the communities where we operate. We seek to avoid complicity in human rights abuses and to use our influence to promote the fulfilment of human rights.

Our commitment to operating with respect for human rights is reflected in all aspects of Tag systems UK business operations and is integrated in our company policies and relevant procedures. We aim to identify, assess and manage the human rights impacts of our business activities based on the operational context and business relationships.

Priorities

Tag systems UK strives to prioritise the management of the human rights impacts of our business relationships. As a result, we concentrate on our own operations and suppliers, although we aim to also prevent and mitigate adverse human rights impacts in the whole value chain.

Communication and Training

Training and awareness raising on prioritised human rights, is continuously developed and integrated into our training plan and should be implemented in relevant training programs for employees as well as for our suppliers. When implementing this policy, relevant training on human rights related issues and due diligence will be provided for the relevant functions.

Implementation

Our commitment to operating with respect for human rights is reflected in company policies and procedures. In order to integrate human rights considerations into the management of our business, human rights due diligence is part of our risk assessment for new production and sales markets. For existing production and sales markets, Tag systems UK will regularly evaluate human rights related risks and conduct human rights impact assessments on high-risk markets. Risk and impact assessments are used for identifying actual and potential human rights impacts from our business activities, which are then managed by the relevant business functions.

Human rights and key stakeholders

In implementing this policy, we focus our efforts on issues and relationships in which we have greater degrees of control and influence, as outlines below.

Employees

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Tag systems UK seeks to respect the human rights of all employees with Tag systems UK as well as complying with all national laws. Our commitment is manifested in policies such as the Discrimination and Equality Policy and the Harassment Policy. To ensure remediation of potential abuses, we have a complaint procedure which is applicable to the whole organisation. Any employee with concerns regarding the human rights impacts of Tag systems UK activities may raise these through the internal Complaint Procedure Process.

Suppliers

Tag systems UK works with suppliers and business partners to ensure that human rights are respected in the supply chain, based on our business relationships and operational context. Our engagement is manifested through our Sustainability Commitment and managed through applicable follow-up procedures. As appropriate, we use tools for human rights risks and impacts assessments to identify actual and potential human rights issues. Actions to manage and address human rights risks and impacts are guided and carried out through dialogue and collaboration with relevant stakeholders, with support from our audit and remediation's programme.

Customers

Tag systems UK seeks to respect the human rights of our customers in all operating countries. Our main focus areas include: respecting the privacy of our customers e.g. by safe storing of any personal data, as described in our Privacy Policy; and aiming that no customers are discriminated against, as outlined in our Discrimination and Equality Policy. In addition, we strive that our marketing is done with respect for the views of our stakeholders by not aiming to communicate any specific ideal, but rather a range of styles, attitudes and ethnic backgrounds.

Any customer with concerns regarding the human rights impacts of Tag systems UK Group's activities may raise these through our compliance team – compliance@tagsystemsuk.com

Ronnie Hart CEO January 2021

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