

HUMAN RIGHTS COMMITMENT

How we make our furniture matters as much as what we make. This commitment sets out how Onecollection respects the human rights of everyone affected by our business: From the people in our own workshops to the workers who grow, tan, weave and mill the materials we buy, the communities around us and our suppliers.

We don't claim to have everything solved. We work with respecting human rights in a systematic and dedicated way through ongoing due diligence, and we commit to being honest about where we still fall short.

Our commitment

We align our approach with internationally recognised standards, and commit to respecting:

- the UN Guiding Principles on Business and Human Rights
- the International Bill of Human Rights and the rights set out in the Universal Declaration of Human Rights
- the International Labour Organization's Declaration on Fundamental Principles and Rights at Work

This commitment covers all individuals and communities affected by our own operations and our value chain, regardless of where they are.

What we commit to do

In line with the UN Guiding Principles, we commit to:

- **Respect** human rights across our operations and business relationships.
- **Assess** our actual and potential negative human rights impacts (our human rights risks) through ongoing due diligence — mapping risks across our value chain and prioritising where we have the greatest actual or potential impact on people.
- **Remediate** the negative impacts we cause or contribute to and use our leverage where we are linked to impacts through a business relationship.

Specifically, we commit to:

- providing fair and safe working conditions, free from discrimination, harassment, and abuse
- respecting freedom of association and the right to collective bargaining
- avoiding complicity in human rights abuses in our value chain and business relationships — with particular attention to the sourcing of wood, leather, textiles, foam and metal components
- listening and responding to concerns raised by our team, suppliers, partners, communities and other stakeholders, including through our grievance mechanism

Governance and review

This policy is approved by the highest governing body of Onecollection. We review it, and our related practices, at least every 36 months to keep pace with evolving human rights expectations and standards.

Approved by

Name / Role: Chair of the Board, Onecollection A/S

Signature: _____

Date: 31. aug. 2026

Next review (max. 12 months / policy 36 months): _____