

HUMAN RIGHTS POLICY

Circularity respects international human rights standards and does not infringe on people's rights and addresses any negative human rights effects caused, contributed to, or directly linked to our operations, products, or services.

Circularity has committed to respecting fundamental human rights for all people across our value chain; in our own operations, across our supply chains, and in the communities where we operate. We recognize the rights of every individual and their needs as defined by the UN Guiding Principles on Business and Human Rights.

Basic human rights include, but are not limited to, the following:

- Accessibility for persons with disabilities
- Child labour/minimum age workers/worst forms of child labour
- Employment relationship
- Equality
- Fair wages/compensation
- Forced/bonded/compulsory labour
- Health and safety
- Maternity protection
- No harsh or degrading treatment/harassment
- Non-discrimination
- Right to form or join a trade union and to bargain collectively
- Right to strike
- Working conditions - including working hours

This policy aims to highlight our commitment to human rights and enacts the minimum standard that applies to our business and all Circularity business partners. All suppliers shall uphold this policy, or have a similar policy of their own, and are responsible for disseminating the policy to their suppliers to ensure that they adhere these principles to.





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At Circularity, we are committed to complying with all national and international laws that uphold and promote human rights. We commit to acting ethically and with integrity in all our business operations.

We are dedicated to offering dignified work and promoting the well-being of our employees, the people in our supply chain, the communities we are located in, the people affected by our operations, and our customers. We do not condone, nor will we permit, mistreatment of human rights within any part of our business or supply chain, and we take seriously any allegation that human rights have not been respected. We firmly uphold the right of every individual to have access to an environment that is safe, clean, healthy, and sustainable, including the right to life, health, food, water, and sanitation.

Transparency and trust within all business relationships are key to implementing and enforcing effective systems and controls to ensure human rights are not violated anywhere in our supply chain. Therefore our suppliers are required to comply with national and international law in addition to Circularity's Code of Conduct, which details specific human and labour rights as well as environmental standards and expectations for fair and ethical business practices.

We recognise the importance of the provision of effective remedies through supplier-based grievance mechanism. Any supplier, worker, or external party can raise concern or complaint to Circularity directly via hr@circularity-works.com. Our approach and response to grievances are evolving, and we are committed to promoting channels through which individuals or communities can raise concerns or complaints.

A handwritten signature in black ink, appearing to read "Han Hamers", written over a horizontal line.

Han Hamers
CEO Circularity



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