

SCOPE OF COMMITMENT

Our human rights policy applies to all employees of RIGTOOLS, including part-time and temporary workers as well as independent contractors. Our commitment to respect human rights also extends to all individuals throughout our value chain, and we use our relationships with our co-manufacturers, independent suppliers, and other business partners to encourage and promote the principles of this policy throughout their networks.

As a company, we abide by the laws in the markets where we operate. Where local laws are less stringent than our policies and internationally recognized human rights and employment standards, we are guided by the more stringent policies and standards and encourage our suppliers to follow these standards and principles. We also expect our co-manufacturers and independent suppliers to share our commitment and standards by adopting similar policies and upholding these values within their business operations and, where possible, work with them to develop the capacity to do so.

FOCUS AND SALIENT ISSUES

We are committed to respecting all internationally recognized human rights and our management policies and ongoing procedures cover the breadth of these rights, principles and related issues. Our approach to human rights starts with understanding how our products, business activities and operations may impact rightsholders, both positively and negatively. We focus on the human rights issues that are most salient to our business. Among the broader human rights issues we identified, our saliency process prioritized (in alphabetical order):

- Access to grievance mechanisms
- Access to water and sanitation
- Child labor
- Climate change
- Forced labor and human trafficking
- Land rights and acquisition
- Living wage and income
- Safety and health
- Women's rights and empowerment



Per Kogh
CEO / Founder