

HUMAN RIGHTS POLICY

IFS, we commit to respecting the human rights as defined in the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; and the ILO Declaration on Fundamental Principles and the Rights at Work.

This policy applies to the IFS Group and our business partners, vendors and suppliers.

Our commitment to operating with respect for human rights is reflected in all aspects of IFS Group's business operations and is integrated in our Company policies and relevant procedures. We aim to identify, assess and manage the human rights impact of our business activities based on the operational context, our leverage and business relationships.

As a result, we mainly concentrate on our own operations and suppliers, although we aim to also prevent and mitigate adverse human rights impact in the whole value chain. Due to the nature of our business we are focusing our efforts on human rights related to labour conditions. We also focus on women's rights as these are areas of specific importance to our industry. Risk and impact assessments are used for identifying actual and potential human rights impact from our business activities, which are then managed by the relevant business functions. IFS Group does, however, recognize that other human rights may become greater priorities over time and we will regularly review our focus areas.

IFS Group seeks to respect the human rights of all employees within the IFS Group as well as complying with all national laws. The IFS Whistleblower hotline is the grievance mechanism available to all employees and business partners, offering a secure channel for anonymous reporting of suspected concerns or potential violations of our policies or the law. We support individuals who, in good faith, provide information relating to reports of potential misconduct and will not tolerate threats or acts of retaliation in any circumstance.

Our performance is communicated and reported transparently in our Board and EXCO reports. Training and awareness on prioritized human rights, as outlined above, is continuously developed and integrated into our training plans.

This policy shall be reviewed as and when necessary to reflect changes in relevant legislation.



Mr Henlo Webber
Chief Executive Officer