

SEALS HQ USA LLC - Human Rights Policy Statement

At SEALS HQ USA LLC, we are committed to upholding the fundamental principles of human rights in every aspect of our operations. We believe that all individuals deserve to work in an environment that is free from discrimination, exploitation, and abuse. As a company that imports products from Australia and China and sells them in the United States and Canada, we take our responsibility seriously to ensure that human rights are respected throughout our supply chain and business practices.

Commitment to Human Rights:

- 1. Respect for All Individuals:** We are dedicated to providing a workplace and business environment where all individuals, whether employees, suppliers, or customers, are treated with dignity and respect. We are committed to ensuring a work environment free from discrimination, harassment, and any form of abuse, based on race, color, religion, sex, gender, age, national origin, disability, or any other characteristic protected by law.
- 2. Fair Labor Practices:** We strive to ensure that all workers involved in the production of the products we import from Australia and China are treated fairly. This includes providing fair wages, reasonable working hours, and a safe and healthy working environment. We do not tolerate child labor, forced labor, or any form of human trafficking within our supply chain.
- 3. Health and Safety:** We are committed to ensuring that every workplace, whether in our offices, warehouses, or in the facilities of our suppliers, meets the highest standards of health and safety. Employees, contractors, and all others working with SEALS HQ USA LLC must have access to appropriate working conditions that protect their well-being.

4. **Supplier Code of Conduct:** As part of our commitment to human rights, we require all of our suppliers to adhere to strict standards of ethical conduct. We regularly assess and audit our suppliers in Australia and China to ensure compliance with these standards, which include respecting the rights of workers and providing safe working environments. We work with suppliers who align with our values and are committed to continuously improving the conditions for their workers.
5. **Freedom of Association:** We recognize and support the right of employees to freely associate, form, and join trade unions, or to refrain from doing so, as permitted by local laws and regulations. We believe in promoting open communication and dialogue between employees and management.
6. **Non-Discrimination:** SEALS HQ USA LLC is committed to promoting diversity and inclusion in our workforce. We do not tolerate any form of discrimination in hiring, promotion, or day-to-day interactions. Our recruitment practices are designed to ensure equal opportunity for all applicants and employees.
7. **Environmental Sustainability and Human Rights:** We acknowledge that environmental sustainability is closely linked to human rights, and we take steps to minimize our environmental impact while ensuring that the communities in which we operate are protected and able to thrive.
8. **Continuous Improvement:** We are committed to continuously reviewing and improving our human rights practices. We will regularly assess our policies and practices to ensure that they align with international human rights standards and the evolving needs of the communities we serve.

Reporting and Accountability:

We encourage employees, suppliers, and stakeholders to report any concerns related to human rights violations or unethical practices within our operations or supply chain. Reports will be

treated with the utmost confidentiality, and SEALS HQ USA LLC will take appropriate action to address any issues that arise.

Conclusion:

At SEALS HQ USA LLC, we recognize that respecting human rights is essential to building a fair, ethical, and sustainable business. We are committed to ensuring that our operations in the United States, Canada, and across our global supply chain reflect these values. Our dedication to human rights is fundamental to who we are as a company, and we will continue to work towards a future where the dignity and rights of all individuals are respected.

This policy is endorsed by SEALS HQ USA LLC's leadership and is communicated to all employees and partners globally.

Signed:

Soren Lund, Founder & CEO

