

Human Rights Policy (HR1.1 & HR4.2)

Public Commitment to Human Rights (HR1.1)

Tropical Mountains GmbH is committed to respecting and promoting internationally recognized human rights across its operations, business relationships and value chain.

We treat all individuals with dignity and respect and prohibit discrimination, forced labour, child labour, harassment, human trafficking and any form of exploitation.

Our commitment aligns with:

- The Universal Declaration of Human Rights (UDHR)
- The International Bill of Human Rights
- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The ILO Declaration on Fundamental Principles and Rights at Work
- The ILO Core Conventions
- Applicable national laws and regulations
- Our certification standards including Organic, Fairtrade, B Corp and ESG commitments

Tropical Mountains is committed to supporting and respecting:

- Freedom of association and the effective recognition of the right to collective bargaining
- The elimination of all forms of forced or compulsory labour
- The effective abolition of child labour
- The elimination of discrimination in respect of employment and occupation
- A safe and healthy working environment

Employees, suppliers, business partners and other stakeholders may report concerns regarding potential human rights violations directly to company management. All concerns will be reviewed confidentially and addressed in a timely and appropriate manner.

Human Rights in Procurement Decisions (HR4.2)

Tropical Mountains considers actual and potential human rights impacts in sourcing and procurement decisions.

When selecting and working with suppliers, exporters, logistics providers and manufacturing partners, we evaluate labour practices, working conditions, occupational health and safety, compliance with applicable laws, compliance with Organic, Fairtrade and other sustainability standards, and potential human rights risks within the supply chain.

Through long-term partnerships, transparency, third-party certifications and responsible sourcing practices, we promote fair working conditions, safe workplaces and equitable treatment throughout our supply chain.

Governance

Responsibility for the implementation and oversight of this policy lies with company management. The policy is reviewed periodically and updated as necessary.

Public Accessibility

This Human Rights Policy is publicly available on the Tropical Mountains website.

Approved by:

Thomas Schwegler, CEO

Tropical Mountains GmbH

Date: 17 June 2026