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Human Rights Policy

Human Rights Policy

1. Policy statement:

At JYSK, we are committed to respecting and promoting internationally recognised human rights. We recognise our responsibility to respect the rights of individuals affected by our operations, including our employees, workers in our value chain, and members of local communities. JYSK is committed to preventing human rights abuses and addressing risks where they arise.

We are working to ensure fair, safe, and ethical working conditions throughout our value chain. We recognise that upholding labour rights requires continuous due diligence, collaboration with suppliers, and engagement with industry partners and stakeholders. These commitments are also anchored in our JYSK Values and JYSK Leadership.

This policy is formed based on the following international standards:

- the Universal Declaration of Human Rights (UDHR) incl. the two Covenants
- the UN Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work
- amfori BSCI Code of Conduct

2. Scope:

Our commitment to respect human rights applies to JYSK's own operations and our value chain. We expect our employees, suppliers and other third parties to uphold the values and commitments outlined in this Human Rights Policy.

This policy applies to:

- All JYSK employees worldwide, including our franchise operations, regardless of role, contract type, or location.
- All workers in our value chain, including suppliers, sub-contractors, and sub-suppliers.

This policy is made publicly available on our corporate website, JYSK.com, and internally on our intranet, MYJYSK. All employees at JYSK are trained in JYSK Values and JYSK Leadership, where an integral element is our approach to human rights. Tier-1 suppliers are informed about our commitment to human rights through our supplier code of conduct, where we outline that we expect them to cascade this commitment to their suppliers. Additionally, tier-1 product suppliers receive monthly updates through our supplier guideline.

3. Objectives:

Through this policy, we aim to ensure that all our activities are conducted in accordance with the human rights laws and standards mentioned above. Our objective is to have zero adverse human rights or labour rights impacts such as child and forced labour, health and safety issues or unethical behaviour.

4. Actions, strategies, processes:

JYSK is committed to embedding respect for human rights and labour rights throughout our own operations and value chain by implementing a structured and continuous due diligence process, in alignment with the UN Guiding Principles on Business and Human Rights and CSDDD to identify, prevent, mitigate, and account for actual and potential human rights impacts. We conduct regular human rights risk and impact assessments across our own operations and value chain.

In the value chain:

- In the work with our direct suppliers, and in some cases product sub-suppliers, JYSK applies a risk-based approach to labour and human rights, with a particular focus on product suppliers and operations in risk countries. Our risk identification is guided by the amfori BSCI Code of Conduct and their definition of countries which are at a higher risk for adverse human rights impacts.
- We assess risks within areas as forced or compulsory labour, child labour, unsafe or unhealthy working conditions, excessive working hours, discrimination, lack of freedom of association, and unfair remuneration, as defined by the ILO Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.
- Assessments combine multiple sources, including our salience mapping performed during our Double Materiality Assessment, third-party audits, supplier self-assessments, country risk databases, and relevant national and international laws, rules, and guidelines.

In own operations:

For our own employees, we assess risks related to discrimination, harassment, excessive working hours, and workplace safety.

- These assessments are based on a combination of input, including employee surveys, workplace risk assessments, third-party country risk databases, and laws, rules and guidelines.
- Our preventive and mitigating efforts for own workforce are guided by this risk assessment.

Preventive and mitigating efforts

In the value chain:

Our preventive and mitigating efforts are guided by the above mentioned risk-based approach. We put the strongest emphasis on implementing preventive and mitigating efforts where the likelihood and severity of adverse impacts are greatest, ensuring that our efforts are targeted and effective. Initially, we focus our detailed due diligence efforts on tier-1 suppliers and select product sub-suppliers. We will progressively map and engage deeper tiers where high-risk processes, geographies or raw materials are identified.

- We expect our direct suppliers to cascade requirements from our supplier CoC to their supplier base. Compliance with national and international legislation is essential and will be considered the minimum requirement for all suppliers. It will always be the supplier's responsibility to ensure that legal compliance is respected simultaneously with the Human Rights Policy.
- For product suppliers, we work to minimise risks through working with product certifications and memberships that include social aspects in their scope, e.g. Global Recycled Standard (GRS), Forest Stewardship Council (FSC®) and Better Cotton Initiative (BCI).
- Product suppliers located in risk countries undergo enhanced due diligence, including audits, interviews with workers and independent verification. Before initiating cooperation with a product supplier, we require a valid amfori BSCI audit. The score in the audit determines the frequency of the next audit. If violations are identified, Corrective Action Plans (CAPs) are developed and monitored through the amfori BSCI platform, and we monitor progress through follow-up audits and engagement.

In own operations:

- We promote a safe, inclusive, and respectful work environment across all stores, offices, and distribution centres. Our human rights processes are anchored with HR departments as well as with Health and Safety departments.
- We enforce a zero-tolerance anti-harassment stance in our Diversity, Equity and Inclusion (DEI) Policy.
- We uphold freedom of association and collective bargaining and engage with trade unions where present.
- Safety of the employees is a core focus for all JYSK countries. Health and Safety departments are responsible for systematic training and control of adequate safety procedures to meet respective risk levels, with the overall purpose of ensuring a safe workplace for all employees. We provide employees with aiding tools and equipment according to the job and legal requirements. Certified aiding tools help to ease the physical work as well as contribute to work safety. Our distribution centres are highly automated to optimise the operations and the working environment for employees.
- Identified issues are addressed through our HR organisation and Health & Safety systems.
- Issues are escalated to senior HR or executive leadership depending on severity and scope.

Read more about how any incidents are tracked, monitored, remediated and communicated in the following sections.

5. Governance

Role	Responsible	Responsibility
Policy owner	President & CEO	Provides strategic oversight and ensures alignment with corporate goals. Most senior level responsible for the implementation of the policy in JYSK.
Policy approver	Sustainability Management Group	Reviews and approves policies, ensuring consistency and compliance on policy form.
Policy responsible	Sustainability Director	Drafts and revises policy.
Policy implementation	The Compliance and Quality department. HR organisation	Ensures the policy is enforced in the value chain. Ensures the policy is enforced throughout JYSK's own operations. Local country management teams are responsible for localisation and execution of this policy.

All JYSK employees are expected to adhere to this policy, participate in training as required and report any misconduct.

6. Compliance and grievance mechanisms

Supplier compliance is tracked through supplier self-assessments, external audits, and grievance mechanisms to ensure adherence to this policy. In addition, we screen all our suppliers and business partners for sanctions and other breaches of regulation, e.g. human rights violations or labour violations. This screening is performed yearly for all existing suppliers and is a part of the screening when we enter into cooperation with new suppliers. Additionally, for all suppliers to the German market, we work with a third-party digital tool which conducts daily online screenings across global media sources in multiple languages to identify newly published information related to human rights concerns involving our suppliers.

JYSK maintains internal and external grievance mechanisms that are accessible, confidential, and aligned with UNGP effectiveness criteria. All employees and value chain workers can report concerns through:

- An anonymous whistleblower system available internally and externally in multiple languages
- Employees' right and duty to speak up (part of JYSK Values)
- Local worker committees, unions, HR teams and Health & Safety departments

- amfori BSCI complaint processes (for value chain issues at product suppliers in risk countries)

All grievances are investigated promptly and fairly with protection against retaliation.

When adverse impacts are identified, JYSK works to provide or support effective remedy in consultation with affected parties. Suppliers are required to address violations through corrective actions within a reasonable timeframe, with support from JYSK. The effectiveness of actions is evaluated on an ongoing basis to ensure that any impacts are remedied in a timely manner and to the fullest extent possible.

Serious breaches may result in supplier disengagement, if no progress is made despite capacity-building efforts.

7. Reporting and transparency

We communicate the outcomes of our human rights efforts through our Sustainability Statement in our annual report, aligned with the UNGP's Reporting Framework and CSRD requirements.

Policy performance and updates will be shared with the Executive Management Team as relevant through the Sustainability Management Group.

8. Related policies

This policy should be read in conjunction with other internal or external policies that concern human and labour rights, which includes:

- Supplier Code of Conduct
- amfori BSCI Code of Conduct
- Health, Safety and Well-being Policy
- Diversity, Equity and Inclusion Policy
- Salary and Benefits Policy

Approval and updates:

This policy has been approved by JYSK's Sustainability Management Group and is valid from September 2025. This policy is as a minimum updated bi-annually and adjustments will be made based on our performance, technological advances and the development of best practices.

Appendix: Definitions:

Term	Definition
Human Rights	The basic rights and freedoms that belong to every person, as set out in the Universal Declaration of Human Rights.
Salient Human Rights Issues	The human rights at risk of the most severe negative impact through a company's activities or business relationships.
Due Diligence	An ongoing risk management process that includes identifying, preventing, mitigating, and accounting for adverse human rights impacts.
Corrective Action Plan (CAP)	A documented plan developed with a supplier or internal team to correct and prevent non-compliance.
Forced Labour	Work that is performed involuntarily and under coercion, as defined by ILO Convention No. 29.
Child Labour	Work performed by children under the minimum age specified by national or international law.
Freedom of Association	The right of workers to form and join trade unions and to bargain collectively.
Grievance Mechanism	A process that allows individuals to raise concerns or complaints and seek remedy.