

A woman with dark, curly hair and glasses is smiling and looking towards the camera. She is wearing a red sweater with a gold pattern on the sleeve. Her hand is resting near her chin. The background is a blurred office environment with a blue wall, a window, and a green plant.

# Human Rights Policy

## Human Rights Policy

Clipper Group has a firm commitment to respect Human Rights. Clipper Group is conscious about avoiding any infringements on Human Rights and will address issues in relation to infringement on Human Rights. We recognize our responsibility as a company with a global presence and are aware that our business impacts a large number of people both directly and indirectly. It is of utmost importance that all employees within Clipper are aware of the company's role, is strong ambassadors, and act on and for the respect of Human Rights.

The above policy has been adopted by the Clipper Group Ltd. Board on 12 June 2023 and will be reviewed by the Senior Management Team on an annual basis. Latest review by the Senior Management Team was on 13 June 2025