



Human Rights Policy

Respecting dignity. Acting with responsibility.

Effective date: February 2026

Review cycle: Biannual

Approved by: Director of Harrison Brands Ltd

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Human Rights Policy

High Level Summary

We believe human dignity
is non negotiable.

If our work could enable
or conceal harm to people,
we refuse it or disengage.

1. Policy purpose

This policy sets out Harrison Brands Ltd's commitment to respecting human rights in all areas of its work.

Harrison Brands recognises that businesses, regardless of size, have a responsibility to avoid causing harm, to prevent harm where possible, and to speak up where harm is evident. This policy exists to ensure that respect for human rights is embedded into decision making, client selection, and day to day operations.

This policy is public facing to ensure transparency and accountability.

2. Human Rights Commitment

These frameworks inform our expectations, decisions, and approach, without replacing legal obligations or human judgement.

Harrison Brands Ltd publicly commits to respecting internationally recognised human rights across all of its operations, business relationships, and value chain.

This commitment is aligned with and informed by the following international standards:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Universal Declaration of Human Rights (UDHR) and the broader International Bill of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

We recognise our responsibility to:

- Avoid causing or contributing to adverse human rights impacts through our activities
- Seek to prevent or mitigate adverse human rights impacts directly linked to our operations, services, or business relationships
- Conduct our business in a way that upholds dignity, fairness, and equality for all individuals
- Provide for or cooperate in remediation where we identify that we have caused or contributed to adverse impacts.

3. Scope of responsibility

Responsibilities are applied proportionately, recognising the size of the business and the nature of its activities.

This commitment applies across:

- **Our internal operations and workplace practices**
- **Our client engagements and creative outputs**
- **Our suppliers, partners, and contractors**
- **Our role within the wider community**

Accountability for this commitment sits with the Director and senior leadership team, who are responsible for ensuring that this policy is implemented, reviewed, and continuously improved.

4. Key risk areas

Harrison Brands acknowledges that its most significant human rights risks are indirect and may arise through:

- The nature of clients or sectors we work with
- Projects that could enable or obscure harmful practices
- Supply chain choices, including technology platforms and collaborators

These risks are considered during client selection, project scoping, and ongoing engagement.

5. Client and project due diligence

Harrison Brands assesses human rights risks when selecting clients and projects. Where there is a credible risk of human rights harm, Harrison Brands will:

- Decline to take on the work, or
- Require changes to scope or approach, or
- Disengage from an engagement if new information emerges

This approach aligns with the Client Selection and Refusal Principles and reflects our commitment to acting with integrity, even where this may result in loss of revenue.

6. Labour rights and fair work

Harrison Brands is committed to fair, safe, and dignified work.

Labour rights commitments, including pay, working conditions, and wellbeing, are addressed through the Employee Handbook and related Fair Work policies.

Harrison Brands is an accredited Living Wage employer.

This policy does not duplicate employment terms but reinforces our responsibility to uphold labour rights in practice.

7. Modern slavery, forced labour, and child labour

Harrison Brands has zero tolerance for modern slavery, forced labour, or child labour.

While the risk within our direct operations is low, we take proportionate steps to avoid complicity through clients, suppliers, or collaborators.

Where evidence of such practices is identified, Harrison Brands will challenge, refuse, or disengage from work and will call out harmful practices where appropriate.

8. Speaking up and remedy

Human rights concerns may be raised through the Stakeholder-Wide Grievance Policy.

Harrison Brands is committed to addressing concerns openly and honestly, focusing on:

- Stopping or preventing harm
- Accountability and learning
- Transparency, with sensitivity where required
- Truth and fairness guide our response.

9. Governance and review

We integrate our human rights commitments into our policies, decision-making processes, and business relationships. This includes maintaining clear grievance mechanisms, embedding inclusive practices across hiring and operations, and regularly reviewing our approach to ensure alignment with evolving best practices and international standards.

This policy is approved by the Director of Harrison Brands Ltd.

The Director is accountable for ensuring the policy is implemented and reviewed.

This policy is reviewed biannually to reflect changes in risk, regulation, and understanding.

10. Related policies

This policy should be read alongside:

- Purpose and Stakeholder Governance Policy
- Client Selection and Refusal Principles
- Stakeholder-Wide Grievance Policy
- Employee Handbook
- Code of Ethics

Truth matters

Harrison Brands believes that respecting human rights is not optional.

We will act responsibly, challenge harm, and make decisions that reflect dignity, fairness, and truth.

Harrison Brands recognises that its influence extends beyond its own operations and seeks to contribute positively to wider systems through advocacy, collaboration, and responsible client work.

Through collaboration and authenticity, we uncover the real stories behind brands, crafting narratives that inspire action and create meaningful impact.

We aim to be a force for good, using our expertise to drive honest change and help build a better future for all.

harrisonbrands.com

Artificial intelligence was used to support the drafting of this policy. All content has been subject to substantial human input, critical analysis, and editorial judgement. All data, positions, and statements contained within this policy are truthful to the best of our knowledge and have been reviewed and approved by the Director of Harrison Brands Ltd.



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