

 <b>Destia</b> ETHIOPIA • ESTABLISHED 1993	Company Name: <b>ደስታ ኃ/የተ/የግል ማህበር</b> <b>DESTA PLC</b>	Document No.: <b>PL/CM/0016</b>	
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**ETHIOPIA • ESTABLISHED 1993**

# **HUMAN RIGHTS POLICY**

**2022**

**HUMAN RESOURCES DEPARTMENT**

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DESTA PLC respects human rights, which means DESTA acts to avoid infringing on the rights of others and commits to addressing impacts that occur as a result of our business activities. In developing this policy, we are guided by the principles of the internationally recognized human rights norms:

- The Universal Declaration of Human Rights
- The Voluntary Principles on Security and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- UN Declaration on the Rights of Indigenous Peoples
- Guiding Principles on Business and Human Rights; Implementing the UN “Protect, Respect, and Remedy” Framework.

We are also subject to the laws of the countries in which we operate and are committed to complying with all such laws, while abiding by the international human rights norms described above.

Our commitment is based on the following principles:

### **Human Rights Due Diligence**

Desta develops and implements due diligence processes to identify potential impacts on human rights. The scope of due diligence shall apply to all of our activities, including our business relationships with others.

### **Labor**

Desta treats its employees fairly and with respect. We promote diversity in the workplace and strive to provide an environment that is free from harassment, violence and intimidation. Desta’s employment policies adhere to all applicable domestic laws and are, to the extent reasonable, consistent with the internationally accepted labor standards listed above. This includes the right to freedom of association and collective bargaining, non-discrimination, and the banning of forced labor and underage workers.

### **Communities**

Through engaging with stakeholders, we seek to understand the social, cultural, environmental and economic impacts of our activities in the local, regional and national contexts. Through such engagement we identify and respond to stakeholder concerns, and work to optimize benefits and reduce negative impacts.

We believe that Textile industry contribution to economic development, together with our community engagement and development programs (which may include procurement, training, employment, community-based health, education and cultural heritage initiatives) can further contribute to the realization of human rights.

Where indigenous communities are present, we will use reasonable efforts to respect their standing as distinct, self-determining peoples with collective rights.

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## Security

We strive to protect our people and assets, and provide a secure environment in which our businesses can operate. Our security policies, systems, guidelines and practices, to the extent reasonable, are consistent with international standards, including the Voluntary Principles on Security and Human Rights, and the laws of the jurisdictions where we operate.

## Grievance and Dispute Resolution

We seek to ensure that stakeholders who are or could be affected by our activities have access to community feedback mechanisms that are legitimate, accessible, predictable, timely, equitable and transparent. Desta’s approach to resolving disputes and grievances is based on respect, engagement and dialogue with the stakeholders and communities that are affected by us or affect what we do.

Awareness of this policy among Desta’s employees, subsidiaries and contractors and communities is essential to ensuring that we meet the goals of this policy. We will communicate our approach to discharge our duty to respect human rights internally and externally, provide training to employees and contractors on their responsibilities, and incorporate feedback from stakeholders to ensure continuous improvement in our implementation of this policy.

We commit to open and transparent reporting on human rights issues and incidents in our annual Sustainability Report and through continuous engagement with our stakeholders.

Endorsed by

\_\_\_\_\_ Signature\_\_\_\_\_

Factory manager

\_\_\_\_\_ Signature\_\_\_\_\_

Managing Director

Date \_\_\_\_\_

Revised in 2022

**The policy will be reviewed yearly by the Sustainability Manager.**