

Human Rights Policy

Purpose

Alex Begg Group Limited is a wholly owned subsidiary of Lindéngruppen AB, with manufacturing sites located in Ayr and Hawick, and a retail store in the Burlington Arcade. Alex Begg is committed to respecting human rights as a fundamental principle in all aspects of our business operations and across our value chain. This policy supports the implementation of Lindéngruppen's Supplier Code of Conduct. The purpose of this policy is to recognise the Company's responsibility to uphold the dignity and rights of all individuals and communities affected by business activities through identifying, assessing, and monitoring human rights.

Scope

This policy covers all individuals and communities affected by Alex Begg's own operations and its value chain, including employees, suppliers, contractors, and local communities.

Responsibility

The Chief Executive Officer has overall responsibility for this policy, though the daily management and implementation is the responsibility of the Chief Operations Officer. The Company will seek to encourage the active involvement of all employees in adhering to this policy.

Policy Statement

Alex Begg commits to:

a) Respect Human Rights

We will respect internationally recognised human rights as set out in the Universal Declaration of Human Rights (UDHR), the International Bill of Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

b) Assess Human Rights Risks

We will continually identify and assess potential negative human rights impacts or risks associated with our own operations and throughout our value chain, including suppliers and business partners. This assessment will prioritise our raw material suppliers and subcontractors, as well as focus on monitoring key risks such as forced/child labour, freedom of association, wages, and health and safety.

c) Remediate Negative Impacts

Where Alex Begg has caused or contributed to adverse human rights impacts, we will take appropriate steps to remedy such impacts in accordance with the UN Guiding Principles on Business and Human Rights.

d) Adherence to International Standards

Revision No:	1	Date Approved:	13/07/2026
Prepared By:	F. MacDonald	Approved By:	Alex Begg Board

ALEX BEGG GROUP

Our policy is aligned with and references the following international standards:

- UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights and the rights under the Universal Declaration of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work

Communication

This policy is publicly available and communicated to all relevant stakeholders. Alex Begg will integrate this policy into our management systems, provide training to relevant personnel, and regularly review our performance to ensure ongoing compliance and continuous improvement.

Review

This policy will be reviewed annually by the Board of Directors to ensure commitment and relevance to all business activities.

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