

WALK INTO LUXURY

Walk into Luxury Pty Ltd Human Rights Policy

1. Objective

Walk into Luxury Pty Ltd ("the Company") is committed to respecting and supporting internationally recognised human rights throughout its operations, supply chain and business relationships.

We recognise that businesses have a responsibility to respect human rights and to conduct business in a manner that protects the dignity, freedom and wellbeing of all people affected by our activities.

2. Our Commitment

The Company commits to:

- Respect the United Nations Guiding Principles on Business and Human Rights (UNGPs).
- Support the principles contained in the Universal Declaration of Human Rights and the broader International Bill of Human Rights.
- Uphold the principles of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

In particular, the Company is committed to:

- respecting internationally recognised human rights;
- eliminating all forms of modern slavery, forced labour and child labour;
- eliminating discrimination in employment and occupation;
- respecting freedom of association and the right to collective bargaining, where permitted by law;
- providing a workplace that is safe, healthy, respectful and free from harassment and bullying; and
- promoting equal opportunity, diversity and inclusion.

3. Scope

This policy applies to:

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- Directors;
- Employees;
- Contractors;
- Suppliers and business partners, where appropriate; and

Any person acting on behalf of the Company.

4. Our Approach

The Company seeks to uphold human rights by:

- complying with applicable employment and workplace laws in every jurisdiction in which we operate;
- treating workers fairly and with respect;
- promoting safe working conditions;
- engaging suppliers that share our commitment to ethical business practices where reasonably practicable;
- considering the human rights impacts of significant business decisions; and
- encouraging respectful and inclusive relationships with customers, suppliers, local communities and other stakeholders.

5. Governance

The Board of Directors has overall responsibility for this policy. The Chief Executive Officer is responsible for implementing the policy and ensuring it is communicated throughout the business.

The policy will be reviewed annually or earlier if there are significant changes to legislation or business operations.

6. Raising Concerns

Employees, contractors, suppliers, customers and other stakeholders are encouraged to report any actual or suspected human rights concerns. Concerns may be raised through the Company's Grievance Procedure or directly with the Chief Executive Officer. Reports will be treated confidentially where appropriate and investigated fairly, without retaliation against individuals who raise concerns in good faith.

7. Continuous Improvement

The Company recognises that respecting human rights is an ongoing responsibility. We are committed to continually improving our policies, practices and supplier

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engagement to strengthen our positive social impact and reduce the risk of adverse human rights impacts.

Approved by:

Nikki King
Director
Walk into Luxury Pty Ltd

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