

Human rights commitment

Effective 8 October 2026. Applies to Setsail Interactive Inc. and Setsail Marketing, Inc.

Our commitment

Setsail Interactive Inc. and Setsail Marketing, Inc. commit to respect internationally recognized human rights in our operations and business relationships. This includes the UN Guiding Principles on Business and Human Rights, the rights set out in the Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, as amended in 2022.

This covers freedom of association and collective bargaining, the elimination of forced and child labour, non-discrimination, and a safe and healthy working environment. We respect dignity, privacy, fair treatment and equitable opportunity for employees, contractors, clients, suppliers and the communities our work affects.

How we put it into practice

- We use proportionate due diligence to identify actual and potential adverse impacts, and to prevent and mitigate them.
- Where we cause or contribute to harm, we provide remedy or cooperate in providing it.
- We consider human rights impacts when selecting clients and projects and when making material procurement decisions (Schedule G).
- We maintain accessible routes for raising concerns and protect good-faith reporters from retaliation (Schedule D).
- Where local law conflicts with internationally recognized rights, we seek qualified advice and look for ways to honour these principles as far as possible.

Accountability and review

The Chief Executive Officer is accountable for this commitment. People/HR, Operations and the owners of client and procurement decisions implement the relevant controls. The directors review this commitment at least annually and after any significant change in Setsail's operations or relationships. This commitment is published on Setsail's public policies page.

This commitment describes how we intend to act. It does not claim a completed due diligence programme or the absence of adverse impacts. The official texts of the instruments named above govern their interpretation.