



# **HUMAN AND LABOUR RIGHTS POLICY**

Our company accepts corporate responsibility for compliance with human rights, applicable laws, including the rights of our employees. We respect and adhere to internationally recognized human rights as expressed in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. Our company also adheres to the principles and rights set out in the eight fundamental conventions of the International Labour Organization.

**As part of our activities, we apply / adhere to:**

## **1. COMPLIANCE WITH INTERNATIONAL STANDARDS AND LAWS**

We comply with international conventions on human rights and workers' rights, including those of the United Nations and the International Labour Organization (ILO). We comply with the law in all areas of our activities.

## **2. EQUAL OPPORTUNITIES AND DISCRIMINATION**

We are committed to providing equal opportunities for all regardless of gender, race, religion, age, sexual orientation, health. Discrimination and harassment are not tolerated.

## **3. WORKING CONDITIONS AND OCCUPATIONAL SAFETY**

We provide a safe and welcoming working environment and provide health and safety training, including policies and procedures on relevant regulations and standards.

## **4. EQUAL ACCESS AND REMUNERATION**

We provide fair wages in accordance with applicable legislation and ensure compliance with the relevant legal requirements regarding working hours, including breaks and holidays. With an emphasis on employee satisfaction and motivation, we provide social and other benefits.

## **5. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

We support the right of employees to association. We are a partner for workers' representatives (trade unions) to ensure open dialogue and mutual trust throughout the collective bargaining process.

## **6. PROHIBITION OF CHILD AND FORCED LABOUR**

We do not tolerate or allow any form of forced or child labour.

## **7. PERSONAL DATA PROTECTION AND PRIVACY**

We are committed to protecting employees' personal data and their privacy. We use all available measures to ensure data security and comply with legal requirements in this area.

## **8. WHISTLEBLOWING**

We ensure the possibility of safe and anonymous reporting of human and labour rights violations. Whistleblower protection is key to promoting an ethical and fair working environment.

**THIS HUMAN AND LABOUR RIGHTS POLICY IS FURTHER ELABORATED INTO THE OBJECTIVES OF THE IMS IN TŽ-MS.**