

# Human Rights Policy

## Article 1 - Purpose

This Human Rights Policy sets out the standards for the protection and promotion of the human rights of employees and stakeholders of PLAKOR Czech s.r.o. This policy is in accordance with Czech legislation, international standards and recommendations in the field of human rights. In the event of a violation of fundamental human rights, all such cases will be considered in accordance with applicable Czech legislation and dealt with by the relevant authorities in accordance with the applicable legal framework.

## Article 2 - Scope of application

This policy applies to all employees of the company and to all stakeholders involved in the company's activities, including suppliers, business partners, customers, local residents and communities.

PLAKOR Czech ensures that their human rights, health, safety, access to clean water and sustainable biodiversity are not adversely affected. We strive to identify negative impacts and take steps to avoid, minimize or mitigate these impacts.

Our approach to respecting human dignity and promoting human rights incorporates international laws, principles and PLAKOR Czech s.r.o.'s internal principles and policies, including:

- International Bill of Human Rights,
- The UN Universal Declaration of Human Rights,
- UN Guiding Principles on Business and Human Rights,
- OECD Guidelines for Multinational Enterprises,
- UN Global Compact, to which we are signatories,
- the Rules of Law,
- our company's vision,
- our core values,
- our Code of Conduct and Supplier Code of Conduct.

## Article 3 - Definitions

- Human rights include the fundamental dignity, values, freedoms and rights guaranteed by the Constitution, legislation of the Czech Republic and international agreements to which the Czech Republic is a party.

- Stakeholders include all entities and individuals directly and indirectly related to the Company's activities, including business partners, suppliers, customers and the communities in which the Company operates.

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### **Article 4 - Prohibition of discrimination**

PLAKOR Czech s.r.o. is committed to protecting the rights of all employees, including women and underrepresented groups, by providing equal employment opportunities, by eliminating any discrimination from recruitment practices, and by allowing all employees to work in an environment free from intimidation, threats, hostility, inhumane treatment, violence and harassment. PLAKOR Czech does not discriminate on the basis of race, color, ethnicity, national or social origin, ancestry, age, sex, gender identity or expression, sexual orientation, language, age, disability, medical condition, physical appearance, pregnancy, marital or familial status, alien or citizenship status, religion/belief, political or other affiliation, genetic information, military or veteran status, place of residence, economic or social status, victim status, or any other characteristic.

### **Article 5 - Compliance with working conditions**

The Company undertakes to comply with the applicable legislation on working hours, wages and working conditions and to ensure fair remuneration corresponding to the minimum wage established by law.

### **Article 6 - Decent treatment**

Employees have the right to privacy and to decent working conditions. The Company does not tolerate physical or psychological violence, sexual harassment or other forms of inappropriate behavior.

Furthermore, the company does not discriminate based on religion, race, nationality, or personal characteristics, and any violations will be severely punished in accordance with internal regulations.

### **Article 7 - Prohibition of forced labour and child exploitation**

The Company shall not accept forced labour or employ persons under the age of 15.

### **Article 8 - Ensuring health and safety at work**

The Company provides a safe working environment and regularly checks the safety of the workplace, equipment and protective equipment.

### **Article 9 - Freedom of Association and Collective Bargaining**

The Company respects the right of all employees to freely associate, organize, and join labor unions or other lawful associations of their own choosing, without fear of retaliation, discrimination, or harassment.

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Employees shall also have the right to engage in collective bargaining in accordance with applicable laws and regulations. No employee shall be subject to any adverse treatment due to their union affiliation or participation in union activities. The Company is committed to open dialogue and mutual respect in all labor relations.

### **Article 10 - System for reporting human rights violations (Reporting channel)**

The Company shall establish mechanisms for reporting human rights violations. Reports may be made anonymously and the Company is committed to protecting whistleblowers from reprisals.