



LABOUR & ETHICS POLICY

The Company is committed to creating a safe, respectful, and ethical working environment in compliance with applicable legislation and the principles of professional ethics. This Policy establishes the fundamental principles governing employment relationships, ethical conduct, and employee protection. It applies to all employees, the Company's management, and external suppliers.

Equal Treatment

- The Company prohibits discrimination, harassment, mobbing, and any form of unethical behavior in the workplace.

Working Conditions

- The Company complies with all applicable labor laws and regulations, including those relating to working hours, remuneration, and employees' rights.
The Company rejects all forms of child labor, forced labor, and compulsory labor, and complies with applicable legal requirements and internationally recognized standards.

Occupational Health and Safety

- The Company is committed to providing a safe and healthy working environment, ensuring occupational health and safety (OHS) training, and providing appropriate personal protective equipment (PPE).

Ethical Conduct

- Employees are required to act with honesty and integrity and to protect the Company's assets and confidential information.

Reporting Misconduct

- Employees may report violations of this Policy or any unethical behavior without fear of retaliation.

Responsibilities

- Management is responsible for ensuring the implementation of this Policy.
All employees are required to comply with its provisions and requirements.

This Policy forms an integral part of the Company's management system and supports the principles of quality, occupational health and safety, ethical conduct, human rights protection, and responsible business practices.