

# HUMAN RIGHTS POLICY

The human rights policy of DEGA CZ s.r.o. sets out the principles for our activities and behavior in relation to human rights. In support of this Policy, we will develop working procedures to create an environment in which human rights are respected and to ensure that we do not engage in activities that directly or indirectly violate human rights.

The human rights policy is binding for all employees of DEGA CZ s.r.o.

The human rights policy of DEGA CZ s.r.o. complements and summarizes aspects of human rights from other company policies and guidelines.

The company DEGA CZ s.r.o. undertakes to gradually familiarize all its employees with the Human Rights Policy.

DEGA CZ s.r.o. will regularly revise this Policy and its implementation with regard to its suitability and validity.



Ing. Viliam Sič, Ph.D.  
Managing Director

## LIABILITIES OF THE COMPANY

### Employees:

We are committed to respecting the human rights of our employees. Guidelines and procedures in the personnel area are compiled in such a way that they are in accordance with the relevant aspects contained in the International Declarations of Human Rights.

### Business partners:

We strive to respect and promote human rights when working with subcontractors, suppliers, customers, joint ventures, and other partners. We will do so as necessary through pro-active cooperation, monitoring, and contractual provisions.

### Local communities:

We strive to respect human rights and create an understanding of the cultures, customs and values that prevail in our local communities by striving to maintain a welcoming and open dialogue with the people affected by our operations.

## SPECIFIC PROVISIONS

### Health and safety promotion

The company DEGA CZ s.r.o. is committed to working towards a zero incidence of occupational accidents and promoting overall well-being in the workplace. This is supported not only by regular employee health checks, occupational safety training, and regular checks on compliance with occupational safety rules at workplaces, we also build on the leisure activities organized by us for our employees.

### Prevention of forced or involuntary labor

DEGA CZ s.r.o. is against the use of forced or involuntary labor. We will also work with our subcontractors and suppliers to prevent them from indirectly benefiting from or promoting these illegal practices.

### Abolition of child labor

DEGA CZ s.r.o. is against the use of child labor. We will work with our subcontractors and suppliers to prevent and possibly eliminate child labor in a manner that is in the best interest of the child.

### Preventing unlawful discrimination in the workplace

DEGA CZ s.r.o. undertakes to ensure that each employee or potential employee is treated fairly and with dignity. Therefore, any illegal discriminatory expressions based on race, skin color, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, health handicap or any other reason will not be tolerated. The company strives to provide every employee with equal opportunity for advancement without discrimination.

### Prevention of harassment and violence

DEGA CZ s.r.o. undertakes to promote a working environment free of any form of harassment, exploitation, abuse, violence and other dangerous or disruptive conditions caused by internal or external threats. Protective security measures for employees will be provided as needed and maintained with respect to employee privacy and dignity.

### Providing competitive wages and benefits, working hours

DEGA CZ s.r.o. is aware that salaries are the basis for achieving a satisfactory standard of living. We work in full compliance with all applicable laws relating to wages, working hours and overtime hours.

### Freedom of association and collective bargaining

DEGA CZ s.r.o. respects the right of its employees to join, create or not join trade unions without fear of retaliation, punishment, intimidation or harassment. Where employees are represented by a legally recognized trade union, we strive to conduct a constructive dialogue with their freely elected representatives.