

Human Rights and Labour Policy

- 1. We ensure workers' freedom of association and the right to collective bargaining. We do not prevent the workers in any way from joining/participating in workers' organisations and collective bargaining. We guarantee that the workers have free access to their representatives all the time. There are transparent procedures for dismissal and bargaining with workers' representatives of legally recognised labour organisations where this is required or permitted by law.
- 2. We prohibit the use of forced labour covering the whole organisation and our subcontractors.
- 3. We ensure a minimum age for the employment of employees.
- 4. We are against discrimination and support equality in employment covering all processes: recruitment, promotion, division of work and dismissal.
- 5. We ensure occupational health and safety, including its documentation and reporting.

| Szombathely, 20.02.2022. | (F) |
|--------------------------|--------------------------|
| | Tibor Novák |
| | Chairperson of the Board |