



HUMAN RIGHTS POLICY

THE PLAST – BOX CAPITAL GROUP'S
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INTRODUCTION

Respect for human rights constitutes the foundation of the operations of the Plast – Box Capital Group. The Group's Management Board is fully aware of the importance of this area for our employees, business partners and shareholders. In developing and introducing this policy, we are guided not only by ESG initiatives that lead to improved economic, environmental and social performance, but we also promote equality, dignified employment conditions and safety at work. The commitment of senior management forms the basis for building an ethical culture, maintaining due diligence in respecting and protecting human rights, and fulfilling ESG commitments.

Above all, we wish to present a set of principles and measures aimed at respecting human rights, preventing their violation, creating equal opportunities and an atmosphere of dignity, avoiding all forms of discrimination, and supporting diversity and inclusion, which is also reflected in our publicly available Code of Conduct.

These principles apply to all employees of the Plast – Box Group. We expect them to be applied by the Group's contractors and business partners.

To this end, all Companies of the Plast – Box Group implement and adhere to the following principles:



1. WE ENSURE COMPLIANCE WITH INTERNATIONALLY RECOGNISED HUMAN RIGHTS

We respect the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We respect the rights and freedoms arising from these acts, which every human being is entitled to, and we support their protection. We prevent situations that violate these rights, both directly and indirectly.

We conduct our activities in line with the Sustainable Development Goals (SDGs) and the UN 2030 Agenda.

2. WE CONDEMN SLAVERY, FORCED LABOUR AND CHILD LABOUR

We do not employ children under the minimum age specified by national law and the conventions of the International Labour Organization (ILO). The Plast-Box Capital Group strongly opposes all forms of forced labour, including labour under the threat of punishment, restriction of freedom or abuse of economic dependence; therefore, it ensures that employment is entirely voluntary and that contracts can be terminated in accordance with legal regulations.



3. WE PROHIBIT MOBBING, DISCRIMINATION AND ANY FORMS OF HARASSMENT, VIOLENCE AND EXPLOITATION

We do not tolerate any forms of mobbing. We eliminate any action that violates human dignity or creates an intimidating or hostile atmosphere around an individual. We promote a culture of openness to a diversity of opinions, views, lifestyles and experiences.

We do not tolerate discrimination on any grounds, including but not limited to age, sex, disability, race, nationality, religion, belief, sexual orientation, appearance or any other characteristic protected by human rights. We firmly oppose all forms of harassment, exploitation and violence.

We promote a healthy and safe working environment. We ensure that relations between employees and their treatment are based solely on professionalism, mutual respect and cooperation.

We take measures to protect our employees against mobbing, discrimination, harassment, violence and exploitation.

4. WE ENSURE EQUAL OPPORTUNITIES

We make all employment-related decisions, including recruitment, development, promotion, training, remuneration and working conditions, based solely on objective and professional assessments. We ensure equal opportunities for professional development and promotion for all employees.

We do not tolerate unfair treatment or retaliation of any kind.

5. WE PROVIDE FRIENDLY AND DIGNIFIED WORKING CONDITIONS

We conduct our business activities in accordance with the principles of responsible business, in a manner that is safe for our employees and associates. We care for the health and lives of our employees and individuals present on the premises of the Plast – Box Group's plants. We comply with laws, regulations and internal requirements regarding occupational health and safety (OHS).

We provide all employees with dignified working conditions and comply with legal regulations regarding remuneration, working hours, overtime and other employee benefits.

We create workplaces and remuneration systems that motivate employees to achieve better results, and through their successes, employees gain motivation for further professional and personal development.

We recognise that annual leave is an inalienable right to rest for each of our employees.

6. WE MAINTAIN DIALOGUE WITH EMPLOYEES

We cooperate with all employees within an open dialogue and feedback framework to continuously improve our processes. We conduct dialogue in good faith with freely elected workforce representatives. We promote a culture of cooperation, exchange of experiences and building mutual trust, believing that these contribute to the development of the Plast - Box Group.



BREACHES OF THE PROVISIONS OF THIS POLICY

Our relations with employees, contractors and business partners are based on broadly understood ethical practices. We build them on such values as transparency, honesty and trust, and the key to our success is continuous improvement.

Any instances of violation of the principles described in this Policy should be reported using the reporting form available at www.plast-box.com/en/for-whistleblowers/, via email to kodekspostepowania@plast-box.com, by telephone, or in person to our compliance officers.

Reports will always be treated as confidential, and we guarantee full anonymity and protection against any form of repercussions or harassment.

CONSEQUENCES OF NON-COMPLIANCE WITH THE PROVISIONS OF THE HUMAN RIGHTS POLICY OF THE PLAST-BOX GROUP

Individuals who commit acts of violence, discrimination or unequal treatment shall be subject to liability provided for by applicable laws, in particular the provisions of the Labour Code, the Criminal Code and the Civil Code.



