

## HRANIPEX Czech Republic k.s. Social responsibility

In Komorovice , Date 01.11.2022

**HRANIPEX Czech Republic k.s. undertakes to fulfill the following principles of social responsibility.**

1. When implementing FSC's basic labor requirements, the company shall duly take into account the rights and obligations established by national legislation and at the same time fulfill the objectives of these requirements.
2. The company must not use child labor. Neither the company nor its suppliers may employ workers under the age of 15.
3. No person under the age of 18 shall be employed in hazardous or arduous work except for training under approved national laws and regulations.
4. Company prohibits the worst forms of child labor.
5. Any form of forced and compulsory labor is unacceptable in the company.
6. Employment relationships are voluntary and based on mutual consent, without threat of sanction.
7. The Company excludes that there is any evidence of any practices indicative of forced or compulsory labor, including but not limited to the following:
  - physical and sexual violence
  - forced labor
  - withholding of wages (apart from court orders issued by the judicial system of the Czech Republic, so-called executive orders)
  - payment of employee fees and/or payment of a deposit for starting employment
  - restriction of mobility/movement during and outside working hours
  - keeping passports and identity documents
  - threats of denunciation to the authorities.
8. The company will ensure that there is no discrimination in employment.
9. Employees are not discriminated against in any way.
10. The company will respect freedom of association and the effective right to collective bargaining.
11. Workers may establish or join labor organizations of their choice.
12. The Company respects the complete freedom of workers' organizations to create their own constitutions and rules.
13. The Company respects the rights of workers to engage in lawful activities related to forming, joining or assisting an organization, or to refrain from doing the same, and will not discriminate against or penalize workers for exercising these rights.

14. The Company shall deal with legally established employee organizations and/or duly selected representatives in good faith and with best efforts to reach a collective bargaining agreement.
15. Collective bargaining agreements are implemented where needs exist.

On behalf of HRANIPEX Czech Republic k.s.



**Filip Winkelhofer**  
**Chairman of the Board**



HRANIPEX Czech Republic k.s.  
J. Rýznerové 97, Komorovice  
396 01 Humpolec  
IČ: 26112361, DIČ: CZ26112361

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