

HUMAN RIGHTS POLICY MASTERPRESS S.A.



Introduction

Masterpress recognizes that human rights are universal, indivisible, and essential to a sustainable and ethical business ecosystem. As an employer, we are dedicated to adhering to national and international standards and anticipates the same commitment across the entire value chain. Human rights should be interpreted in accordance with:

- the Universal Declaration of Human Rights,
- the OECD Guidelines for Multinational Enterprises,
- the fundamental labor standards of the International Labour Organization (ILO),
- and the UN Guiding Principles on Business and Human Rights.

Masterpress S.A. requires that its business partners will uphold these rights in relation to their employees and other entities benefiting from these rights within their value chain.

Prohibition of Child Labor

The Company strictly prohibits the employment of children and the hiring of individuals who, according to generally applicable law, have not attained the legal age for employment. Minors below the minimum legal age may only engage in vocational training pertinent to their education, in collaboration with local educational institutions. They shall not undertake any hazardous work or night shifts during their training and may only commence training after receiving adequate instruction in occupational health and safety regulations.

Occupational Health and Safety

Masterpress S.A. is committed to ensuring a safe and healthy work environment for its employees by fostering safety practices and encouraging the reporting of potential hazards that could lead to accidents. The work environment is continually enhanced, and with safety as a priority, the Masterpress S.A. Occupational Health and Safety Policy has been implemented.

Liberty of expression

Employees possess the right to freedom of expression and to hold opinions.

Liberty of association

The company upholds the principles of free association and collective bargaining.

Prevention of forced labor

The company prohibits the use of forced or bonded labor and does not tolerate human trafficking or any form of modern slavery. Employees possess the right to enter into and terminate their employment at their discretion. Retaining employee identification documents, including work permits, and requiring security deposits as a condition of employment are unacceptable practices. Disciplinary actions that involve corporal punishment, abuse, threats, or imprisonment are strictly forbidden.

Preventing discrimination and harassment

Masterpress S.A. unequivocally rejects any behavior that undermines human dignity, particularly mobbing, discrimination, and all forms of harassment. There is no tolerance for any type of violence against employees, whether physical or psychological. If required, the Anti-Mobbing Commission will initiate proceedings.

Equal Opportunity

The company guarantees equal opportunities in recruitment and employment, particularly in the realm of establishing and termination of employment, employment conditions, promotions, and access to training. Discrimination in hiring, compensation, or promotions based on age, gender identity, nationality, religion, disability, marital status, sexual orientation, or political affiliation is intolerable.

Diversity

Masterpress S.A. is based in Białystok, a city renowned for its cultural, religious, and national diversity, often regarded as a multicultural melting pot since its establishment. Embracing diversity is a fundamental practice within the company. Core values such as equality, diversity, integration, and mutual respect guide its operations. The organization asserts that these principles foster the development of healthy and robust relationships both internally and externally, offering a broader perspective. Teams consist of individuals from various age groups, nationalities, religions, experiences, skills, qualifications, and interests. Such differences must never serve as a basis for discrimination.

Final Provisions

All employees are acquainted with this Policy and possess the right to report any breaches of its standards. Instances of misconduct may be reported to their immediate supervisor, a representative of the HR Department, or in accordance with the Masterpress S.A. Regulations on Reporting Violations of Law and Taking Follow-Up Actions. All reports will be addressed with the utmost diligence and confidentiality. Retaliation against individuals reporting violations is strictly prohibited.

As part of the compensation, the Company offers, commensurate with the violations, training and disciplinary actions, along with non-material compensation in the form of psychological support.

Expectations and requirements regarding employee rights and human rights within the Masterpress S.A. value chain have been incorporated into a distinct Code of Ethics for Suppliers. This serves as a testament to the company's commitment to advancing human rights, mitigating the negative effects of its operations, and minimizing associated risks.

The Human Rights Policy is disseminated to all employees of Masterpress S.A.