



DECLARATION OF HUMAN RIGHTS POLICY

The company AB KOMPONENTY s.r.o. is a manufacturer of parts and components in the field of mechanical engineering and electrical industry. The diversity of our machinery provides our customers with complex services in the field of metal CNC machining and sheet metal processing, including surface treatment.

In its business, the company complies with valid legal and ethical standards.

The company's Human Rights Policy expresses our respect for all human rights.

It is focused on areas which have been identified as our priority activities.

The Human rights policy of AB KOMPONENTY s.r.o. complements and summarizes human rights aspects from other company's policies and guidelines.

The policy is mainly derived from:

- The UN Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights forming the International Bill of Human Rights;
- The ILO Declaration on Fundamental Principles and Rights at Work;

As an expression of support for this policy, we focus on practices that create an environment in which human rights are respected and ensure that we do not engage in processes that directly or indirectly violate human rights.

We will also enforce principles of this policy with our business partners.

The company's human rights policy applies to all employees of AB KOMPONENTY s.r.o.

Therefore, the management of AB KOMPONENTY s.r.o., in accordance with the beliefs expressed above and with the intentions and goals of the company, and in order to achieve the desired state and development of the above-mentioned area, has decided to declare a policy expressed by the following principles:

The policy obliges company employees, always in accordance with the corresponding hierarchical level on which the employee works, to the following behavior:

- Achieve the implementation of the relevant aspects contained in the International Declaration of Human Rights.
- Lead employees to be aware of, respect and protect human rights in the workplace as well as in the environment which is directly affected by our company.
- Respect and promote human rights during cooperation with business partners through active cooperation, monitoring and contractual provisions.
- Support freedom of association and recognition of the right to bargain collectively.

- Prevent the use of forced, involuntary and child labor.
- Ensure that every employee (also potential) is treated fairly and with dignity. Do not tolerate any unlawful discrimination based on race, skin color, sex, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, disability, birth or other reason. To provide every employee with an equal opportunity for career development without discrimination.
- Create a work environment free of any form of harassment, exploitation, abuse or violence as defined by the laws of the countries in which we operate.
- Always ensure the amount of salary for employees in accordance with their performance and quality of performed work.
- Fulfill all legal conditions for employment, including basic working hours, overtime hours and work breaks as well as agreements negotiated with representatives of our employees.

The Management of AB KOMPONENTY s.r.o. undertakes to:

- Ensure adequate financial, material, human and other necessary resources for the effective functioning of the set management system in the field of Human Rights Policy and to create conditions enabling its enforcement and fulfillment.
- Regularly review the suitability and adequacy of the abovementioned policy and if necessary to publish its updated version.

The Management of AB KOMPONENTY s.r.o. expects from all its employees:

- Consistent work discipline, self-control and strict adherence to all instructions related to the issues of the subject area.
- Active contribution within the scope of each employee's competences and responsibilities, permanent fulfillment of the above stated principles and participation in achieving the announced policy goals.
- Full support in securing all the principles described in this document, while the company obligates its employees to continuously respect the principle that compliance with all the aforementioned provisions is an integral part of the work duties and is one of the most important basic tasks of every employee of AB KOMPONENTY s.r.o.

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