

5 FUNDAMENTAL PRINCIPLES FOR THE PROTECTION OF HUMAN RIGHTS



AT THE EXACT SYSTEMS GROUP



At the Exact Systems Group, we respect human rights. We respect and comply with both local and international regulations in this regard. In particular, the values expressed in the United Nations Charter, the Universal Declaration of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work and the European Convention on Human Rights are of great importance to us.

Respect for human rights is fundamental to Exact Systems. It is also the responsibility of all the Company's stakeholders and is a key part of our values.

This document is a set of universal and key principles that we require all employees, associates, customers and suppliers of the Exact Systems Group to comply with.

At the same time, each Company in the Exact Systems Group may adopt its own regulations on the protection of human rights and labour rights, detailing these principles, but the standard of protection of human rights adopted by the individual Companies in the Exact Systems Group may not be lower than that established in this document.

1. OCCUPATIONAL HEALTH AND SAFETY

At Exact Systems Group, safety is a priority for us.

Exact Systems Group provides all its employees and associates with safe and hygienic working conditions. Every employee undergoes the OHS training required by the laws of the country before being allowed to work.



At Exact Systems Group, we also emphasise prevention appropriate to the risks in the workplace. At the same time, we require employees, associates and business partners to comply with country-specific OHS rules and regulations.

2. WORKING CONDITIONS

All Companies in the Exact Systems Group comply with the regulations on terms and conditions of employment, in particular those governing remuneration, working hours, leave and other work-related benefits.



At the Exact Systems Group, we emphasise the fact that the remuneration our employees as well as our associates receive not only meets the legal requirements, but also allows for decent living conditions.

Work-life balance is very important to us; we comply with national and international standards in this respect. We respect employees' right to rest and the right to disconnect.

3. SOCIAL DIALOGUE

At Exact Systems Group we listen to our employees; their voice is very important to us.

We respect the right of employees to form and participate in trade unions, as well as other employee organisations of their choice. No employee or associate may suffer any negative consequences of participating in employee assemblies or in connection with activities carried out for the benefit of employees and the improvement of working conditions.



4. DIVERSITY, EQUITY, INCLUSION

At Exact Systems Group, we promote diversity, equity and inclusion. We do not tolerate any form of mobbing and discrimination, whether direct or indirect, in particular on the grounds of gender, age, disability, race, religion, nationality, political opinion, trade union membership, ethnic origin, faith or sexual orientation.



We aim to create an environment free of prejudice and an atmosphere of equity and support in which every employee, associate and business partner feels respected.

5. PREVENTION OF CHILD, FORCED AND COMPULSORY LABOUR

At Exact Systems Group, we do not use or enter into business relationships with entities using child labour, nor do we allow any form of forced labour.



We respect everyone's right to the freedom to make employment decisions - we do not accept modern slavery, human trafficking or any unfair recruitment practices.

ONBOARDING AND COMMUNICATION

These rules are available on the Exact Systems website in Polish and English.

Exact Systems communicates to familiarise internal and external stakeholders of the Group companies with the Principles. These Principles will also be communicated during internal training. Exact Systems aims to disseminate and promote these Principles also to its business partners.

Lesław Walaszczyk
Vice-President of the
Management Board of
Exact Systems sp. z o.o.