

UNIMOT Group's Human Rights Policy

Respect for human rights is fundamental to the sustainable development of the UNIMOT Group and the communities in which the Group operates. The Human Rights Policy is based on the principles set out in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Global Compact and the UN Guiding Principles on Business and Human Rights.

The UNIMOT Group, bearing in mind the provisions of the Universal Declaration of Human Rights and the fact that they apply to both social and business life - including their application to its activities - believes that:

- *"All human beings are born free and equal in dignity and rights [...]" (Art. 1) "Every person is entitled to the enjoyment of all rights and freedoms [...] without distinction of any kind, notably because of race, colour, sex, language, religion, political or any other opinion, national or social origin, property, birth or any other situation" (Art. 2), the UNIMOT Group is therefore committed to stigmatising and combating any manifestation of discrimination and unequal treatment, to providing the tools to guarantee the enforcement of equal rights and respect to all employees and third parties, regardless of position held, age, sex, nationality, or any other characteristic or difference.*
- *"Everyone has the right to life, liberty and security of person." (Art. 3) , therefore, the UNIMOT Group will strive to minimise the risks to the life and health of its employees as well as those working with the UNIMOT Group.*
- *"No one shall be made a slave or subjected to servitude; slavery and the slave trade shall be prohibited in all their forms." (Art. 4), therefore the UNIMOT Group will not knowingly accept the practices of suppliers alleged to involve any form of slavery, forced labour, child labour or human trafficking. If it becomes aware and confirms information of such practices in the supply chain, it will take action to change the behaviour or eliminate the supplier.*
- *"No one shall be tortured or punished or treated in a cruel, inhuman or degrading manner." (Art. 5), and therefore the UNIMOT Group will combat any form of degrading treatment of any person, whether in situations where such behaviour would occur in any of the Group companies or in its supply chain. Any form of harassment in UNIMOT Group companies will not be accepted and the consequences provided for by law will be taken against those committing it. Channels will also be provided for anonymous reporting of this type of unacceptable practice. If information is received and confirmed about such practices in the supply chain, it will take action to change the behaviour or eliminate the supplier.*
- *"Everyone has the right to recognition of his or her legal personality everywhere." (Article 6), "All are equal before the law and are entitled, without any difference, to equal protection under the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any exposure to such discrimination." (Art. 7), therefore, the UNIMOT Group will ensure protection against discrimination by establishing appropriate internal regulations, including mechanisms for reporting them anonymously.*

- *„It is forbidden to interfere arbitrarily with anyone's private life, family life, home life, or correspondence, or to insult their honour or good name. Everyone has the right to legal protection against such interference or derogation." (Article 12), which is why the UNIMOT Group will provide procedural and technical solutions aimed at the fullest possible protection of privacy, including in particular personal data - of customers, employees and all other stakeholders.*
- *"Every person, whether alone or together with others, has the right to own property. No one shall be arbitrarily deprived of his property. (Art. 17), which is why the UNIMOT Group, each time it makes tangible investments and enters into cooperation with any entity or person, will analyse the risk of infringement of third party rights, including, in particular, the right to property - this includes both the absolute determination of the actual legal status of the property, the potential impact on the property of third parties, as well as, for example, intellectual property rights.*
- *"Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance." (Art. 18), therefore, the UNIMOT Group, being additionally aware of the fact that it operates and collaborates with contractors of diverse culture and heritage, will pay particular attention to respecting diversity in this respect, providing internal solutions to stigmatise unethical behaviour, related to discrimination, or insulting the religious feelings of any persons.*
- *„Everyone has the right to freedom of opinion and expression; this right includes the freedom to hold an independent opinion, to seek, receive and impart information and ideas by all means, regardless of frontiers." (Art. 19), therefore the UNIMOT Group will oppose any attempt to restrict the freedom of expression and the expression of private opinions by employees within the company's offices and facilities. At the same time, however, the UNIMOT Group sensitises employees to ensure that neither the manner of expression nor the circumstances in which expression occurs suggest in the slightest degree that the opinions expressed are those of the UNIMOT Group. It also clearly defines the persons, other than Management Board members, who are authorised to speak on behalf of the companies.*
- *"Every person has the right of peaceful assembly and association. No one shall be compelled to belong to any association." (Art. 20), which is why the UNIMOT Group respects the involvement of employees in public life, regardless of the nature of this activity, as long as it does not violate the law or suggest that they are acting on behalf of the UNIMOT Group. UNIMOT Group is apolitical and does not support or engage in political activities. In specific cases where a person holding an important position in the UNIMOT Group would wish to become involved in public life in a manner and to an extent that could give rise to suspicion of a conflict of interest, the matter would be examined on a case-by-case basis in order to eliminate any potential conflict.*
- *„Everyone has, as a member of society, the right to social security [...]" (Art. 22) "Everyone has the right to work, to free choice of work, to suitable and satisfactory working conditions and to protection against unemployment. Everyone, regardless of any differences, has the right to equal pay for equal work. Everyone who works has the right to adequate and satisfactory remuneration ensuring for himself and his family an existence compatible with human dignity and supplemented, where necessary, by other means of social assistance. Everyone has the*

right to form trade unions and to join trade unions for the protection of his interests." (Art. 23), "Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing, medical care and necessary social services, and the right to insurance against unemployment, sickness, incapacity, widowhood, old age or loss of livelihood otherwise beyond his control. The mother and child have the right to special care and assistance. All children, whether married or unmarried, shall enjoy equal social protection" (Art. 25), therefore, the UNIMOT Group endeavours to offer attractive employment conditions, and to provide procedural solutions in which the only criteria determining promotion or level of remuneration will be the work performed and the worker's competence. The UNIMOT Group will not restrict the establishment or activities of trade unions should employees decide to form them.

- *"Everyone has the right to holidays and rest, including reasonable limitation of working hours and periodic paid leave." (Art. 24), which is why the UNIMOT Group will strictly adhere to the laws governing leave and encourage workers to take leave, while striving to grant leave at times that are most convenient for workers and their families.*
- *"Everyone has the right to education. Education is free, at least at the basic level. Basic education is compulsory. Technical and vocational education shall be universally accessible, and higher education shall be available to all on an equal basis according to personal merit." (Art. 26), therefore the UNIMOT Group will not only encourage the development of employees, but where it makes business sense, and to the extent of current budgetary possibilities, support employees in their personal development.*

In the event of suspicion that any of the rights are being violated by the UNIMOT Group, the reporting channels should be used, including the channel guaranteeing anonymity provided for in the UNIMOT S.A. Whistleblowing Procedure.

The Human Rights Policy supports the following objective included in the ESG Strategy: managing the UNIMOT Group for sustainable development (objective V), as well as directly the tasks through which the strategic objective is implemented (11, 12 listed in the ESG Strategy).

This UNIMOT Group Human Rights Policy has been adopted by the Management Board of UNIMOT S.A. and applies to UNIMOT S.A. and all other UNIMOT Group companies. The Policy is publicly available and the Group makes every effort to familiarise relevant stakeholders with it.

The Management Board of UNIMOT S.A. declares to support the actions arising from this Policy and to provide adequate resources and means to achieve the objectives and actions set out herein