

Corporate Social Responsibility Policy SA8000:2014

NDC Group s.r.o. NDC Group Czech s.r.o. NDC Group Swiss AG

The management of NDC Group s.r.o., NDC Group Czech s.r.o. and NDC Group Swiss AG has the utmost interest in adhering to the standards of corporate social responsibility and code of ethics, in connection with which it fully accepts the requirements of the SA8000 standard for corporate social responsibility and undertakes to allocate the necessary resources to maintain and further improve processes to meet them.

The management has decided to adopt the following principles:

- Comply with legislative and social responsibility requirements according to the principles of the SA8000 standard, including the main international instruments (ILO - International Labour Organization and UN agreements).
- Not to use any form of child labour or forced labour, and to provide increased protection for underage employee, pregnant employee, nursing female employee and employed birthmothers up to the end of the ninth month after childbirth from performing risky and prohibited work.
- Employ workers only on the basis of contracts concluded in accordance with the applicable legal regulations, pay them the agreed wages and make the correct social security and health insurance contributions.
- Comply with legislative requirements regarding working hours, leave, overtime and holidays.
- Treat all employees with dignity and respect and eliminate any form of discrimination, unequal treatment, harassment, cruel or inhuman treatment.
- Respect workers' right to freedom of association and collective bargaining.
- Support the education of employees for the performance of work functions and their further development.
- Ensure adequate health and safety conditions at work and apply preventive measures to avoid possible accidents and harm to health.
- Select and evaluate suppliers for compliance with social responsibility requirements.
- Proactively communicate with employees and other stakeholders about their requests and grievance resolution and not accept any form of retaliation when reported.
- Implement and periodically review the policy and application of social responsibility requirements.
- Inform employees and other stakeholders about this policy.

The Corporate Social Responsibility Policy is applicable to all employees and other personnel acting on behalf of the companies in all the activities they carry out.

This policy was discussed and approved by the management of the company in Prague on 1 April 2025.

Signed by:

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