



HUMAN RIGHTS AND LABOUR POLICY

TATRAVAGÓNKA is committed and respects the fundamental principles contained in the Universal Declaration of Human Rights. TATRAVAGÓNKA's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence.

- 1. Freely-chosen employment**
We support the elimination of all forms of forced, bonded or involuntary prison labour.
- 2. No Child Labour**
TATRAVAGÓNKA condemns all forms of exploitation of children and will not recruit child labour and supports the elimination of exploitive child labour.
- 3. Minimum Wages**
We compensate our employees with wages and benefits that meet or exceed the legally required minimum.
- 4. Working Hours:** We do not require employees to work more than the maximum hours of daily labour set by local laws.
- 5. No Discrimination**
TATRAVAGÓNKA supports and upholds the elimination of discriminatory practices with respect to employment, and promotes and embraces diversity in all aspects of its business operations. Our policies prohibit discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, veteran status, national origin or any protected class.
- 6. No Harsh or Inhumane Treatment**
Physical abuse, harassment or any threat is prohibited. We provide a safe and healthy working environment for all of employees.
- 7. Freedom of Association**
We respect the rights of employees to organize in labour unions in accordance with local laws and established practice, if desired.
- 8. Code of Conduct**
TATRAVAGÓNKA's suppliers are required to support and promote the fundamental human rights referenced in this document.