

## **HUMAN RIGHTS PROTECTION POLICY**

The aim of the FIBRAIN Sp. z o.o. Human Rights Protection Policy is to establish rules for dealing with actions and behaviour relating to human rights.

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The policy is addressed to FIBRAIN Sp. z o.o employees, associates, management and business partners.

This policy is known, understood and respected by all employees of FIBRAIN Sp. z o.o.

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Respecting the dignity of our employees and taking care to ensure compliance with all legal requirements, guidelines of international norms and standards in the field of protecting human rights, FIBRAIN Sp. z o. o. applies the following rules of conduct:

1. In all FIBRAIN Sp. z o.o. premises, applicable legal standards, regulations and employee rights are observed.
2. We do not tolerate any discrimination based on race, colour of skin, sex, marital status, sexual orientation, age, religion, ethnic, national or social origin, property, political views, disability.
3. We are opposed to child labour. We do not employ people who are under the legal age to start work.
4. We respect the freedom of employment, and do not tolerate the use of forced labour as part of our business activities.
5. We take care that employees receive fair remuneration, benefit from employee benefits and other terms of employment. We recognize the right of employees to assemble, exchange views and join associations of their choice.
6. We respect the employee's right to a safe, healthy and clean work environment and protection from all forms of harassment and human rights violations.
7. We undertake cooperation with suppliers who respect fundamental human rights.
8. Business decisions are always taken with respect for human rights.

9. We take preventive measures to reduce the risk of human rights violations as part of the Company's activities.
  
10. We raise awareness of human rights among employees, customers and business partners.

