

HUMAN RIGHTS POLICY

1. Purpose

- 1.1 The purpose of the Senica International Holding BV Human Rights Policy is to demonstrate our commitment to respecting human rights and valuing our employees by maintaining a modern and dignified work environment, and to guide all stakeholder relations with a human rights-oriented approach.
- 1.2 This policy complements our Code of Ethics and Operational Conduct Guidelines.
- 1.3 It is based on the Universal Declaration of Human Rights, UN Global Compact, UN Convention on the Rights of the Child, core ILO Conventions, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, and applicable national legislation.

2. Scope

- 2.1 This policy applies to all employees, suppliers, business partners, service providers, institutions, organizations, and their respective employees and stakeholders involved in business relationships across all countries where we operate.
- 2.2 We expect our suppliers and partners to adopt and apply these principles and encourage them to implement similar policies within their own operations.

3. Principles, Commitment & Implementation

- 3.1 Senica International Holding BV conducts all operations with respect for human rights and complies with the legal rights of individuals in every country where we operate. We avoid any action that may result in human rights violations and expect the same from our managers and employees.
- 3.2 We are committed to treating all employees fairly and respectfully, ensuring a discrimination-free, safe, and healthy work environment. We encourage human rights awareness across our supply chains and local communities.
- 3.3 We identify and assess potential human rights risks and pledge to remedy or cooperate in remedying any adverse impacts resulting from our business activities.

4. Diversity and Equal Employment Opportunities

- 4.1 We strive to employ individuals from diverse backgrounds, ensuring equal opportunity throughout the recruitment and promotion processes. No candidate or employee is discriminated against based on language, race, nationality, color, gender, disability, political opinion, belief, religion, or sect. We enforce a strict zero-tolerance policy for discrimination.

5. Prevention of Discrimination

- 5.1 All processes are conducted without considering personal characteristics such as gender, religion, or ethnicity. Every employee, supplier, and partner is treated equally and respectfully.

| PREPARED BY | APPROVED BY |
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| Administrative Affairs Generalist | Managing Director |

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6. Health and Safety

- 6.1 We prioritize a safe and healthy workplace. Compliance with applicable laws and internal standards is strictly ensured. Unsafe conditions or behaviors are addressed immediately.
- 6.2 We ensure workplaces are free of violence, harassment, threats, or any discomforting environment.

7. Zero Tolerance for Harassment and Violence

- 7.1 Senica International Holding BV does not tolerate any form of harassment, abuse, or workplace violence, including physical, verbal, sexual, or psychological.

8. Working Hours and Compensation

- 8.1 We offer competitive and fair wages, aligned with local regulations. All payments are properly documented and made on time.
- 8.2 Working hours comply with labor laws, and any overtime is compensated in accordance with legal standards.

9. Compliance Monitoring and Reporting

- 9.1 The Human Rights Policy is approved and enforced by the Board of Directors.
- 9.2 A clear mechanism is in place for reporting violations, which can be done confidentially. Retaliation against whistleblowers is strictly prohibited.
- 9.3 Non-compliance may lead to disciplinary action as per local legal frameworks.

10. Enforcement

- 10.1 Revisions to this policy require approval from the Board of Directors.

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