

HUMAN RIGHTS POLICY

Goal:

Respect for human rights is our global responsibility and it is a key element of the vision, character and values of TMR Plastics. It is fundamental to the relationship with our employees, customers, suppliers and stakeholders. We are committed to provide fair and safe working conditions as well as opportunities to enable all our employees to grow. We also expect our partners to follow the rules as much as we do concerning human rights, especially those that may affect our employees, candidates and job seekers.

Policy:

This policy and all our work and employment practices are in line with the global initiatives such as the ILO Convention and the United Nations Guiding Principles on Business and Human Rights. We believe that integration and diversity are key elements of the company's vision, character and values of TMR Plastics.

Integration and diversity:

We create an integration-friendly environment where people from different kinds of environments are welcome, respected and engaged and they can be successful. Our company grows as long as our employees do.

We counteract discrimination:

We want to reassure of our commitment to non-discriminatory practices at work so that all qualified candidates and workers have the same right to employment and promotion opportunities, regardless of race, skin colour, gender, age, religion, national origin, sexual orientation, disability, veteran status or any other feature in accordance with applicable law.

Equality:

The policy of TMR Plastics is to ensure equal employment opportunities in the field of recruitment, selection, training, salary, promotion, transfer to another position and assignment of responsibilities. We also want to make sure that hiring decisions are based only on crucial requirements for a given position. These opportunities and other terms and conditions of employment apply to any qualified candidate and employee regardless of race, skin colour, gender, pregnancy, age, religion, national origin, genetic characteristics, sexual orientation, gender identity / expression, disability, veteran and military status, and / or other categories protected in accordance with applicable law. It is also used to take affirmative action in order to hire and promote qualified representatives of minorities, women as well as disabled people and protected veterans.

Amenities:

TMR Plastics will try to provide adequate amenities to disabled people, unless it causes undue hardship. As part of this rule, amenities related to pregnancy, childbirth and breastfeeding will also be taken into consideration. Reasonable disability-related amenities may include derogations from applicable leave or attendance rules.

Counteracting Harassment:

TMR Plastics undertakes to maintain a harassment-free working environment. We will not tolerate any kind of harassment committed by our employees, or done to our employees. Each employee is expected to help to ensure a harassment-free working environment. After receiving information about a possible violation of these rules, TMR Plastics will look into this case as soon as possible. We will not tolerate retaliation against anyone who informed about their concerns regarding harassment or who participated or cooperated during the investigation.

Forced or compulsory labour:

TMR Plastics applies the principle of zero tolerance against all forms of human trafficking and related activities, such as unlawful harassment of employees, retaliation, forced labour or compulsory labour, human sex trafficking, child labour or any kind of slavery.

Human trafficking and slavery:

TMR Plastics does not allow and will not allow its employees, subcontractors, vendors, suppliers or other entities with whom it does business to engage in any form of human trafficking or contemporary slavery.

Child labour:

Our Code of Conduct and Business Ethics states that in our company's business practices, as well as our partners' and suppliers', it is obligatory to comply with all of the applicable child labour laws, including those relating to the minimum age, restrictions on working hours and a ban on performing certain types of labour.

Freedom to associate:

TMR believes that its employees feel best at working environment based on cooperation and direct communication between the staff and the TMR representative for employees (HR BP). Our principles encourage employees to cooperate directly with HR BP to resolve potential disputes. We try to promote a positive working environment, create favourable employment conditions, support employee's growth and facilitate direct communication between employees.

Occupational Health and Safety:

TMR Plastics recognizes a shared responsibility to protect workers and the planet. Human capital is our most important asset. We take actions to eliminate accidents and threats that may happen at work to create a working environment characterized by the highest health and safety standards.

Fair salary and remuneration:

At TMR Plastics, we guarantee fair remuneration for all our employees, providing comprehensive career opportunities. It formalizes and improves transparency of our remuneration practices, guaranteeing employment equality in the area of recruitment, selection, training, salary, promotion, transfer to another position and assignment.

Sanctions and violations:

Violation of human rights laws can have serious consequences for both the company and the people involved. These include the possibility of receiving high fines, financial penalties, civil damages and criminal sanctions.

Reporting, Compliance with Regulations

Compliance with Regulations:

The internal audit department will periodically evaluate compliance with this policy, taking into consideration the issue of human rights during regular audits and compliance operations related to the business activity, accounting and reporting of the company.

Reporting Potential Violations:

We have shared several resources with the use of which TMR Plastics employees and interested parties may report potential violations of our rules and regulations. All inquiries and reports regarding unethical behaviour are taken seriously and will be kept confidential. TMR Plastics employees should contact their manager or HR BP, Candidates, jobseekers, or anonymously drop a note into the "employee's applications and remarks" box located in the production corridor between the notice boards. TMR customers and suppliers should contact their contact person at TMR. Employees and stakeholders can also report potential violations to Kelly via Business Conduct and Ethics Reporting Program to the e-mail address zaufanie@tmr.pl

Counteracting retaliation:

TMR Plastics appreciates reporting of problems by individuals. Any retaliation against anyone who makes a report in good faith under this Policy is clearly prohibited and it will result in disciplinary action leading to termination of employment. If you suspect that you or someone else had been retaliated against in relation to report of any legal matter or business conduct, please do not hesitate to contact your manager or HR BP.

Contact

If you have any questions regarding this policy, please contact HR BP