

Regulations on human trafficking and slavery

TMR Plastics applies the principle of zero tolerance to human trafficking. The following activities are particularly banned:

- Taking part in all forms of human trafficking in relation to organizing or facilitating travel of other people with the intention of exploiting them.
- Harassment to prostitution in connection with the performance of official duties.
- The use of forced labor in connection with the performance of official duties or forcing others to perform any kind of work or task under the threat of getting punished.
- Destruction, concealment and confiscation of identity or immigration documents of employees (such as passports or driving licenses, regardless of the issuing authority) and preventing employees in any other way from accessing such documents.
- The use of unreliable and unfair practices in connection with recruitment of candidates / employees or presenting job offers.
- The use of recruitment agencies that do not comply with applicable labor laws in the country where you are recruiting.
- Charging job applicants, candidates or employees with the recruitment costs.
- Failure to present an employment contract, recruitment contract or any other necessary document related to the employment (if required by law or contract) in writing in the language understandable to the employee.

TMR Plastics does not conduct any form of human trafficking and does not undertake any of the above-mentioned activities as well as it does not allow its employees, subcontractors, suppliers to do so and other entities with which it maintains business relations.

TMR Plastics prohibits any retaliation against any submitter lodging complaints and reporting alleged violations of the terms of these regulations. Towards any employee or person violating the above-mentioned regulations, appropriate disciplinary steps may be taken including, in particular, reporting the violation to public administration authorities (if required by law or contract) and termination of employment.

All alleged violations of the regulations must be reported immediately within the program of informing about violations of the company's code of conduct and business ethics to the following e-mail address: zaufanie@tmr.pl or information in the form of a notification should be put in the "employee's applications and remarks" box located in the production corridor between the notice boards