

Based on the provisions of the Employment Relationships Act (Official Gazette of the Republic of Slovenia, No. 21/13 with amendments; hereinafter: ZDR-1), the Constitution of the Republic of Slovenia, the Protection Against Discrimination Act (Official Gazette RS, No. 33/16 with amendments; hereinafter: ZVarD), the Occupational Safety and Health Act (Official Gazette RS, No. 43/11; hereinafter: ZVZD-1), and taking into account international standards for the protection of human rights, the Directors adopt the following:

POLICY ON RESPECT FOR HUMAN RIGHTS AND WORKING CONDITIONS

MISSION AND COMMITMENT

Article 1

The Company recognizes its responsibility towards employees, business partners, local communities, wider society, and the environment, and commits to respecting human rights, ensuring decent working conditions, and conducting lawful, ethical, and sustainable business throughout the entire value chain.

This Policy is based on:

- internationally recognized human rights,
- principles of the International Labour Organization (ILO),
- the UN Guiding Principles on Business and Human Rights (UNGP),
- OECD Guidelines for Multinational Enterprises,
- applicable national and European legislation.

The Company expects compliance with the principles of this Policy throughout its supply chain.

In its operations and employment relations, the Company respects human rights and ensures equal treatment, protection of dignity, a safe and healthy working environment, and lawful and ethical conduct of all persons.

Procedures related to the respect of fundamental human rights and working conditions are regulated in more detail in separate internal acts of the Company.

The fundamental principles of this Policy are set out below.

FUNDAMENTAL PRINCIPLES

Article 2

(Decent Working Conditions)

The Company ensures decent working conditions, including:

- lawful and fair remuneration for work,
- respect for rights arising from social security,
- lawful working hours and the right to rest,
- a safe and healthy working environment.

Article 3

(Safe and Healthy Working Environment)

The Company implements an occupational safety and health management system, including:

- prevention of workplace injuries and occupational diseases,

- risk assessment and risk management,
- continuous improvement of safety systems,
- involvement of employees in safety and health improvements.

The Company's objective is to create a safe working environment and reduce risks to the lowest possible level.

Article 4

(Prohibition of Child and Forced Labor and Protection of Young Workers)

The Company does not employ persons below the legally prescribed minimum working age.

When employing young workers, the Company ensures:

- that work does not endanger their health or development,
- compliance with working time restrictions,
- that work does not interfere with their education.

The Company does not tolerate:

- slavery,
- servitude,
- debt bondage,
- forced or compulsory labor,
- human trafficking.

Employment must be voluntary. Employees must not surrender personal documents or pay recruitment fees.

Article 5

(Ethical Recruitment)

Recruitment procedures must be transparent, lawful, non-discriminatory, and free from misleading information regarding employment conditions.

Candidates must not bear recruitment costs, and employment must be based on voluntary decision.

Article 6

(Equal Opportunities and Non-Discrimination)

The Company ensures:

- equal treatment of all persons in employment, work, promotion, training, remuneration, and termination,
- promotion of diversity and an inclusive working environment,
- prevention of harassment and discrimination,
- respect for equal opportunity principles,
- lawful and fair remuneration,
- compliance with minimum wage standards,
- timely and transparent payment of wages,

- full access to social security rights.

Unlawful deductions or hidden forms of wage reduction are not permitted.

Direct or indirect discrimination on any personal circumstance is prohibited, particularly on grounds of gender, age, nationality or ethnic origin, citizenship, religion or belief, disability, sexual orientation or gender identity, political or other personal belief, social status, family status, health condition, or any other personal circumstance.

Employment, promotion, and pay decisions are based solely on professional criteria.

Article 7

(Rights of Women and Parents)

The Company ensures:

- equal pay for equal work,
- protection of pregnant workers and parents,
- equal opportunities for promotion,
- prevention of sexual harassment,
- prevention of discrimination due to pregnancy or parenthood.

Article 8

(Protection of Dignity and Prevention of Harassment)

The Company respects the rights of employees with family obligations and ensures equal treatment throughout all phases of employment.

The Company ensures a working environment free from:

- harassment,
- sexual harassment,
- psychological or physical violence,
- workplace bullying.

Family status, parenthood, pregnancy, use of parental or other statutory leave, or return to work after such leave must not result in less favorable treatment.

The Company enables employees to exercise rights arising from legislation governing parental protection and work-life balance.

Article 9

(Safe and Healthy Working Environment, Working Time and Right to Rest)

The Company ensures safe and healthy working conditions in accordance with applicable legislation and internal safety regulations.

Preventive measures are implemented to prevent workplace injuries, occupational diseases, and other work-related health risks.

The Company respects:

- statutory working time limits,
- the right to daily and weekly rest,
- the right to annual leave,
- restrictions on overtime work.

Risk assessments also consider psychosocial risks, and the Company strives to create a working environment based on respect, cooperation, and mutual trust.

Employees are required to comply with occupational safety regulations and internal acts and act in a manner that does not endanger their own safety or that of others.

Article 10

(Freedom of Association)

The Company respects employees' rights to:

- freedom of association,
- trade union membership,
- collective bargaining,
- participation in other forms of employee representation.

Employees must not suffer disadvantage due to exercising these rights.

Article 11

(Rights of Minorities, Indigenous Peoples and Local Communities)

The Company respects:

- minority rights,
- cultural identity,
- rights of indigenous peoples,
- the right to participate in decisions affecting their environment.

The Company strives to maintain open dialogue with local communities.

Article 12

(Rights to Land, Forests and Water Resources and Environmental Policy)

The Company respects lawful property rights and:

- does not support forced evictions,
- does not unlawfully interfere with land or natural resources,
- considers the impact of its activities on local populations.

The Company supports decarbonization and circular economy goals in accordance with climate and environmental policy, including:

- optimization of energy and raw material consumption,
- pollution prevention,
- reduction of waste,
- protection of biodiversity.

Article 13

(Use of Security Services)

If the Company uses public or private security services, their actions must respect human rights and the principle of proportionality with strict adherence to human rights standards.

Article 14

(Reporting Violations)

The Company ensures:

- secure channels for reporting violations,
- confidentiality of procedures and sensitive data,
- protection of whistleblowers against retaliation.

Article 15

(Due Diligence)

The Company conducts risk assessments in the areas of:

- human rights,
- working conditions,
- safety and health,
- climate and environmental impacts.

Article 16

(Governance and Responsibility)

The Company's management is responsible for implementing this Policy.

Management ensures:

- adequate resources for implementation,
- supervision of implementation,
- regular monitoring of objectives and indicators.

Article 17
(Final Provisions)

This Policy is binding on all employees and business partners to the extent that the Company can influence their conduct.


Slovenska Bistrica, 8 September 2025

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