

## PUBLIC COMMITMENT TO COMPLIANCE WITH ESSENTIAL LABOUR REQUIREMENTS

VALASAHA Group, a.s. is committed to comply with the essential work requirements:

### Children labour

- 1) The company does not allow to employ workers under the age of 15.
- 2) No person under the age of 18 shall be employed in hazardous or heavy work, except for training under approved national laws and regulations.
- 3) The Company shall prohibit any forms of children labour.

### Forced labour

- 1) Employment relationship shall be voluntary and based on mutual consent, without threat of sanction.
- 2) There is no evidence of any practice's indicative of forced or compulsory labour, including but not limited to the following:
  - physical and sexual violence,
  - debt bondage,
  - withholding of wages/including payment of employment fees and/or payment of advance payments upon hire,
  - restriction of mobility/movement,
  - withholding of passports and identity documents,
  - threatening to denounce to the authorities.

### Discrimination in employment and at work

- 1) Employment and work practices are non-discriminatory.

### The right to freedom of association and the right to collective bargaining

- 1) Workers may form or join a labour union of their own choice.
- 2) The Company recognizes the full freedom of labour union to establish their own constitutions and rules.
- 3) The Company recognizes the rights of workers to engage in lawful activities associated with forming or joining a labour union, or even the rights to refrain from doing so, and does not discriminate against or penalize workers for exercising these rights.
- 4) The Company shall negotiate with legally constituted unions and/or duly selected representatives in good faith and with best efforts to reach a collective bargaining agreement
- 5) Collective bargaining agreements are enforced where they exist.



In Zvolen, 14.06.2024

Teemu Markus Korhonen

Chairman of the Board of Directors