



## ***LABOR AND HUMAN RIGHTS***

Merkson Sp. z o.o. is committed to upholding the labor and human rights of all people, and treating them with dignity and respect as understood by the international community.

### **a. Prevention of Involuntary Labor**

Merkson shall not use any form of forced, bonded, indentured or prison labor. All work must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice. Merkson shall ensure that third party labor agencies providing workers are compliant with the provisions of this Code, and sending receiving goods country laws, whichever is more stringent in its protection of workers.

### **b. Prevention of Under Age Labor**

Child labor is strictly prohibited. The minimum age for employment or work shall be 15 years of age, the minimum age for employment in the relevant country, or the age for completing compulsory education in the relevant country, whichever is higher. Merkson may employ juveniles who are older than the applicable legal minimum age for employment but are younger than 18 years of age, provided they do not perform work likely to jeopardize their health, safety, or morals, consistent with ILO Minimum Age Convention No. 138.

### **c. Antidiscrimination**

Merkson shall not discriminate against any worker based on age, race, color, sex, sexual orientation, gender identity or expression, transgender status, religion, national origin, ancestry, citizenship, disability, veteran or marital status, genetic information, pregnancy, childbirth or related medical conditions, or any other applicable status protected by national, state or local law. This includes hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline and termination.

### **d. Fair Treatment**

Merkson must be committed to a workplace free of harassment. Merkson shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse or unreasonable restrictions on entering or exiting company provided facilities.



#### **e. Working Hours**

Under no circumstances will workweeks exceed the maximum permitted under applicable laws and regulations. Merkson must offer vacation time, leave periods, and holidays consistent with applicable laws and regulations.

#### **f. Wages and Benefits**

Merkson must pay all workers at least the minimum wage required by applicable laws and regulations and provide all legally mandated benefits. In addition to their compensation for regular hours of work, workers must be compensated for overtime hours at the premium rate required by applicable laws and regulations. Merkson shall not use deductions from wages as a disciplinary measure. Workers must be paid in a timely manner, and the basis on which workers are being paid must be clearly conveyed to them in a timely manner.

#### **g. Freedom of Association**

Merkson must respect the right of workers to associate freely, form and join workers organizations of their own choosing, seek representation and bargain collectively, as permitted by applicable laws and regulations. Merkson must protect against acts of interference with the establishment, functioning, or administration of workers' organizations in accordance with applicable laws and regulations.