

## Human Rights and Labour Policy

1. We ensure workers' freedom of association and the right to collective bargaining.  
We do not prevent the workers in any way from joining/participating in workers' organisations and collective bargaining. We guarantee that the workers have free access to their representatives all the time. There are transparent procedures for dismissal and bargaining with workers' representatives of legally recognised labour organisations where this is required or permitted by law.
2. We prohibit the use of forced labour covering the whole organisation and our subcontractors.
3. We ensure a minimum age for the employment of employees.
4. We are against discrimination and support equality in employment covering all processes: recruitment, promotion, division of work and dismissal.
5. We ensure occupational health and safety, including its documentation and reporting.

Szombathely, 20.02.2022.



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Tibor Novák  
Chairperson of the Board

BANK NAME	IBAN	BANK	ACCOUNT	CUR	SWIFT / BIC	COMPANY INFO
ECCM Bank Plc	MT09 ECMB	1010 2000	0070 0060 0036 000	EUR	ECMBMTMT	Company registration number: 02-09-069663
Commerzbank AG	DE96	7004 0041	0225 9299 00	EUR	COBADEFF700	Registry court: Court of county Baranya, Hungary
UniCredit Bank Hungary Zrt.	HU88	1091 8001	0000 0024 9014 0026	HUF		Company tax ID: HU13355104; 13355104-2-02 Managing directors: Tibor Novák, Zsolt Lindenlaub, Szilárd Eller