

KORINDO RESPECT POLICY STATEMENT

KORINDO provides an environment where its employees can thrive. As a fundamental part of this we must ensure we treat people fairly.

IT IS OUR AIM TO

- Respect Human Rights.
- Provide a working environment founded on dignity, equal opportunities and mutual respect for all.
- Provide diversity in our workforce with zero tolerance for discrimination of any kind.

IT IS THEREFORE OUR COMMITMENT TO

- Ensure all aspects of the employment lifecycle within KORINDO are based on the principle of creating equal opportunities, regardless of race, gender, religious or political views, union membership, nationality, social origin, age, or disabilities.
- Provide a working environment where physical abuse, intimidation and any form of harassment are strictly prohibited.
- Comply with country specific labor laws, including those relating to wages and benefits, working hours and legal requirements for employment contracts.
- Never exploit child labor. We do not and will not employ, under any circumstances, children under the age of completion of compulsory schooling or, in any case, under 16 years old. Children between 16 to 18 years old shall not perform work, which is likely to harm their health, safety or morale.
- Support the freedom of association and the right to collective bargaining of all employees and respect their choice to form and join trade unions and bargain collectively. Employees' representatives shall not be the subject of discrimination and shall have access to all work places necessary to carry out their functions as representatives.

Being respectful is an individual responsibility for all of us, at every level within our organization. These commitments apply to all KORINDO employees. Management is responsible for ensuring full compliance with KORINDO policies.