

## POLICY ON RESPECT AND PROMOTION OF HUMAN RIGHTS

Uflex is always committed to respect human rights and human dignity in course of all its business processes and activities.

### **COMMITMENTS OF THE POLICY**

We respect and protect compliance with Human Rights in relation to our environment.

### **EMPLOYEES**

Employees are the company's most important asset, therefore, Uflex considers human rights a fundamental pillar in its relationship with its employees. Uflex undertakes to:

- Comply with applicable legislation in force.
- Promote diversity, inclusion and equal opportunities.
- Protect against sexual and gender-based harassment.
- Ensure safety in the workplace and prevent occupational risks.
- Foster professional development and training to promote equal opportunities.

### **SOCIETY**

Uflex aims to protect human rights in both its internal and external relations, with an emphasis on respecting and guaranteeing human rights in the places where Uflex operates. Uflex hereby undertakes to:

- Promote respect for and compliance with human rights by participating in initiatives and projects promoted by public and/or private bodies.
- Contribute, directly and indirectly, to social development and the Sustainable Development Goals
- Ensure adherence to fundamental labour principles of Child Labour, Forced Labour and to the principles of ILO, UNGC, protection from discrimination on the basis of religion, caste, creed, color, race, ancestry, marital status, gender, sexual orientation, age, nationality, ethnicity, pregnancy & maternity, political views, disability or any other category stated by the law.