

## ETHICS CHARTER

### TPV Displays Polska Sp. z o.o.

- 1) We neither employ juvenile workers nor use their work in any other form.
- 2) We do not use practices, which would cause forced labour.
- 3) We care about working conditions, acting in compliance with the implemented Environment, Health and Safety Management System.
- 4) We do not limit in any way the right to associate; we are open to collective bargaining. Each remark derived either from workers or their representatives is taken into adequate consideration.
- 5) We treat our employees equally, irrespective of gender, race, religion, union or political affiliation, age, disability, nationality or sexual orientation and gender identity or expression.
- 6) We do not accept and act against any symptoms of discrimination and mobbing.
- 7) We do not use forbidden disciplinary measures or punishments.
- 8) We comply with applicable regulations on working time, particularly we organize work, so working time does not exceed 48 hours per week and, irrespective of the reason, overtime does not exceed in total 4 hours a day.
- 9) We pay the remuneration on time respecting the transparent rules of its calculation, taking into account the current regulations, especially those related to the minimum wage.
- 10) We systematically monitor our activities in the spirit of a constant improvement.

*January 2024*

*Human Resources Manager*

*General Manager*