

# HUMAN RIGHTS POLICY

## 1. Introduction

AS Factorum Install Solutions SRL is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as company policies, practices and procedures. AS Factorum Install Solutions SRL respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions. We commit to comprehensive and ongoing human rights due diligence processes to identify, prevent, and mitigate potential human rights impacts. In line with the UN Guiding Principles on Business and Human Rights, AS Factorum Install Solutions SRL recognises the corporate responsibility to respect these principles. We also engage with our business and supply chain partners to mitigate potential human rights impacts beyond our direct control. Our support of internationally recognised Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities where we operate.

## 2. Policy Objectives

The objective of AS Factorum Install Solutions SRL Human Rights Policy is to provide an overview of expectations for employees and business partners.

In addition, the Human Rights policy exists to:

- a) Inform employees, business partners and our current and potential customers of AS Factorum Install Solutions SRL commitment to human rights.
- b) Establish AS Factorum Install Solutions SRL commitment to demonstrate our respect for human rights through on-going human rights due diligence.
- c) Maintain AS Factorum Install Solutions SRL high ethical standards.
- d) Contribute to the realisation of human rights globally.

## 3. Policy Scope

AS Factorum Install Solutions SRL Human Rights Policy applies to all AS Factorum Install Solutions SRL employees worldwide, anyone doing business for or on behalf of AS Factorum Install Solutions SRL. This applies to all locations where AS Factorum Install Solutions SRL conducts business.

## 4. Definitions

Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.

## 5. Guidelines

AS Factorum Install Solutions SRL conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Rights. We commit to comprehensive and ongoing human rights due diligence processes to identify, prevent, and mitigate potential human rights impacts. We ensure equal treatment and non-discrimination in all employment practices and expect our partners to uphold the same standards. We actively promote inclusivity and are committed to fostering a work environment where everyone feels respected and valued.

- a) All employment with AS Factorum Install Solutions SRL is voluntary. We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide.
- b) AS Factorum Install Solutions SRL abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- c) AS Factorum Install Solutions SRL respects our employees' right to choose to join or not join a trade union, or to have recognised employee representation in accordance with employment law.
- d) Diversity is embraced at AS Factorum Install Solutions SRL. We recognise that a diverse mix of backgrounds, skills and experiences helps us maintain our competitive advantage. We do this by creating an environment that attracts the best candidates in a way that is welcoming and respectful for all concerned as well as recruiting diverse levels of staff throughout our business.

- e) AS Factorum Install Solutions SRL believe everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class
- AS Factorum Install Solutions SRL Supply Chain Management System includes the requirement for all suppliers, vendors, contractors, consultants and agents to adhere to AS Factorum Install Solutions SRL Labour standards and Code of Conduct policies. Any breach will result in this vendor being removed from AS Factorum Install Solutions SRL approved vendor list. All suppliers are required to engage in human rights due diligence to identify and address any risks of rights infringements in their operations. AS Factorum Install Solutions SRL reserves the right to disengage from suppliers or partners that fail to meet these commitments.
- f) (AS Factorum Install Solutions SRL respects all human rights.
- g) AS Factorum Install Solutions SRL commits to conducting on-going human rights due diligence to assess and mitigate potential human rights infringements.
- h) AS Factorum Install Solutions SRL expects those with whom it does business to respect all human rights.

## 6. Responsibility

The Human Rights policy is owned and maintained by AS Factorum Install Solutions's HR Team. The HR Team is responsible for the creation, administration, updating and communication of this policy.

## 7. Compliance

Employees and suppliers are expected to comply with this policy. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities, where we have sound reason to believe that our partner organisations infringe Human Rights we reserve the right to cease those relationships as warranted.

Specific to this policy, employees and suppliers are expected to:

- a) Never infringe on human rights.
- b) Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

### Policy Revision History

Version	Date	Description	Author

### Distribution List

Copy Number	Holder