

Human rights policy

We at System are committed to upholding and promoting human rights and ensuring fair and ethical labor practices in all aspects of our operations. This policy outlines our approach to respecting and supporting human rights, ensuring safe and fair working conditions, and fostering a culture of dignity and respect.

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1 Commitment to human rights

We at System promote and respect human rights in line with the [Universal Declaration of Human Rights](#) and [United Nations Guiding Principles on Business and Human Rights](#), and treat our employees and those of our partners with respect and dignity. We are dedicated to maintaining fair, safe, and healthy working conditions for all our employees.

2 Labor condition principles

Child labor

Under no circumstances do we employ children under the legal minimum age for employment. If no such age is defined, the minimum age is the age at which compulsory schooling is completed as mandated by law. Children above the minimum working age cannot be employed in hazardous work or work that could negatively affect their personal development.

Modern slavery

We do not accept the use of any kind of modern slavery, such as forced labor or human trafficking, in any circumstances. Employees are free to terminate their employment following a reasonable notice period as stipulated by national legislation or agreements. Employees cannot be required to leave money or personal documents in the custody of their employer.

Working conditions

We provide employees with a safe and healthy working environment in compliance with all applicable laws and regulations. Employees are provided with information on health and safety, appropriate training, and proper tools for their work. We also adhere to all safety regulations agreed upon in contractual documents. The company ensures employees always have access to drinking water, clean restroom facilities, proper ventilation, emergency exits, adequate lighting, and first-aid equipment or other forms of immediate medical care.

Freedom of association and collective bargaining

We recognize the freedom of association for our employees and their right to select representatives of their choice and respect these rights. We also acknowledge the employees' right to collective bargaining.

Terms of employment

We ensure that employees understand the terms of their employment. Salaries and employment conditions are fair and reasonable, adhering at least to national legislation or industry standards, whichever is more favorable. Working hours are agreed upon under national legislation. Employees must have at least one day off every seven days.

Discrimination and harassment

We do not accept any form of discrimination based on bias or prejudice, including but not limited to race, skin color, gender, sexual orientation, marital status, pregnancy, family relationships, religion, or similar factors. We commit to a workplace free of threats of violence, physical punishment, physical or verbal abuse, or any other form of unlawful harassment.

3 Supply chain responsibility

We expect our partners to uphold the same high standards of conduct that we follow. This includes compliance with all applicable laws, ethical business practices, and respect for human rights. Working together with shared principles ensures the integrity and reliability of our collaboration.

Resources: [Supplier code of conduct](#)

4 Continuous improvement and monitoring

We at System are committed to continually improving our practices. We regularly review and update this policy to reflect changes in laws, standards, and best practices.

Every employee must report any suspected or observed breach of the law, this policy, or other System policies. Primarily, we encourage contacting one's immediate supervisor, another person in management, the occupational safety organization, a representative of the employee group, or the human resources department.

If an employee feels that it is not possible to report the matter with their own name, they can also report it through [System's anonymous reporting channel](#), remaining anonymous throughout the entire investigation. All reports and discussions are always treated with absolute confidentiality and thoroughness.