

**ARTECA** respects the human rights of workers and treats all its employees with dignity, as recognised by the international community.

To this end, ARTECA is committed to the following principles:

### **Child labour**

Child labour is not tolerated in any form. In this regard, the employment age for young workers either meets or exceeds applicable legal requirements.

### **Salaries and benefits**

Compensation and benefits are provided in compliance with applicable legal requirements, including minimum wage, overtime compensation and legally mandated benefits.

### **Working hours**

Legal requirements regarding working hours, including overtime, are complied with.

### **Forced labour**

Any form of forced, bonded or compulsory labour, including human trafficking, is prohibited.

### **Freedom of association**

Employees are allowed to communicate openly with management regarding working conditions and practices without fear of reprisal, intimidation or harassment.

The rights of employees to associate freely, to join or not to join trade unions, to collectively bargain, to seek representation and to join Workers' Committees are respected per applicable requirements.

### **Health and Safety**

Employees are provided with a safe and healthy work environment that meets or exceeds applicable legal requirements and industry standards for occupational health and safety.

### **Harassment**

A workplace is provided that is free from any form of employee harassment.

### **Non-discrimination**

No form of discrimination is tolerated regarding employment and occupation. Equal employment opportunity is provided regardless of the employee or applicant's race, colour, age, gender, sexual orientation, gender identity, ethnic or national origin, disability, pregnancy, religion, political affiliation, trade union membership, genetic information or marital status.

Villabona June 2022  
ARTECA Administrator  
Alexandre ABERGEL

