
HUMAN RIGHTS POLICY

TART is a leading manufacturer and supplier of packaging materials, machinery and support services to the packaging industry with a broad base of specialists both domestically and internationally.

In its business it complies with applicable legislative and ethical standards.

The company's human rights policy reflects our respect for all human rights. It focuses on areas that have been identified as priorities in our operations. At TART and across our Group, we are committed to ensuring that all people are treated with dignity and respect.

TART's Human Rights Policy complements and summarizes human rights aspects from other company policies and guidelines and continues to support the UNGC's Ten Guiding Principles on Human Rights, Labour, Environment and Non-Corruption. The policy is derived mainly from:

The United Nations Universal Declaration of Human Rights and the International Conventions forming the

International Bill of Human Rights;

The International Labour Organization Declaration on Fundamental Principles and Rights at Work -

ILO / ILO

In support of this policy, we will focus on practices that create an environment where human rights are respected and ensure that we do not engage in processes that directly or indirectly violate human rights.

We will also promote the principles of this policy with our business partners. TART and its group companies are also firmly committed to working with businesses, suppliers and third parties who adhere to the principles of this policy or who have adopted a similar policy in their businesses.

The Company's Human Rights Policy applies to all employees of TART and its subsidiaries. All are expected to act in accordance with this policy and to appropriately manage activities that are conducted on behalf of TART.

TART'S MANAGEMENT COMMITMENT

Therefore, in accordance with the beliefs expressed above and the company's intentions and objectives, TART's management has decided to declare a policy, expressed in the following principles, in order to achieve the desired state and development of the aforementioned area:

- To achieve the application of the relevant aspects contained in the International Declaration of Human Rights.
- To train employees to be aware of, respect and appreciate human rights. protect both the workplace and the environment that is directly affected by our company.
- Respect and promote human rights when working with business partners through active cooperation, monitoring and contractual provisions.
- To ensure adequate financial, material, human and other resources necessary for the effective functioning of the set management system of the Human Rights Policy area and to create conditions enabling its promotion and implementation.
- Periodically review the appropriateness and adequacy of the above policy and in to issue an updated version of it, if necessary.

Prevention of forced labour and trafficking in human beings

TART prohibits the use of any form of forced labor, including prison, indentured, unfree, war, slave, or any other form of human trafficking.

TART recognizes that one of the most vulnerable groups may be migrant workers who travel across borders to obtain employment. In order to provide this group of workers with the greatest possible protection, TART assures that migrant workers have exactly the same entitlements as local employees and any fees associated with the employment of migrant workers must be paid by the company, not the migrant workers.

Avoidance of child and adolescent workers

TART will not tolerate child labor and will not employ persons under the age of 18. It has a procedure in place to verify the age of workers, ensuring that young workers do not perform work that could endanger their health or safety.

Promoting diversity

TART is committed to ensuring that every employee (i potential employees) are treated fairly and with dignity.

It does not tolerate any unlawful discrimination based on race, colour, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, disability, birth or other reason in the selection and retention of employees. Thus, jobs are selected, placed and trained on the basis of merit and competencies associated with the job.

It creates and maintains a work environment free from any form of harassment, exploitation, abuse or violence as defined by the laws of the countries in which it operates. It does not tolerate disrespectful, improper or unfair treatment and provides every employee with equal opportunity for career advancement without discrimination. At the same time, it respects the right of employees to assert their interests vis-à-vis management and to openly address problems as they arise.

Ensuring a safe and healthy workplace

TART provides a safe and healthy workplace for all its employees to meet health and safety legislation, regulations and internal requirements. We take reasonable precautions under current legislation to protect pregnant and breastfeeding women, both in terms of the job role and the working environment.

We have in place a system for detecting the assessment of potential risks and emergency situations, how to prevent them, a system for providing personal protective equipment, a plan for inspections and reviews of technical equipment and fire-fighting equipment. Emergency plans are developed, including emergency procedures, escape routes, contact information, which are communicated and trained to employees.

Procedures and systems are in place to prevent, manage, monitor and report occupational accidents and diseases, provide necessary medical care, investigate cases and implement corrective measures to eliminate their causes and facilitate the return of workers to work.

Workers shall be provided with easy access to clean toilets, sanitary facilities, drinking water and hygienic facilities for the preparation, storage and consumption of food. Adequate storage facilities for personal and valuable items and adequate personal space are provided.

Compliance with working hours and agreed pay and conditions

We are aware that increased workload on staff can lead to reduced productivity, increased turnover and increased accidents or illness. TART complies with all legal terms and conditions of employment, including basic working hours, overtime and breaks, as well as agreements negotiated with our employee representatives. Working hours do not exceed the maximum set by local laws. Any overtime is voluntary.

We work in full compliance with all applicable laws regarding salaries, overtime and bonuses, and will always ensure employees are paid in accordance with the performance and quality of work performed. At the same time, we aim to pay wage rates based on local market assessments.

For each pay period, workers are provided with a timely and comprehensible payroll statement that contains sufficient information to verify accurate remuneration for work performed. All use of temporary and outside labor is within the limits of local law.

Promoting freedom of association and collective bargaining

TART supports freedom of association and the de facto recognition of the right to collective bargaining. Workers and/or their representatives are able to communicate openly with management and share their views and concerns about working conditions and practices without fear of discrimination, reprisal, intimidation or harassment.

TART MANAGEMENT EXPECTS ALL OF ITS EMPLOYEES TO

The policy commits the Company's employees, always in accordance with the appropriate hierarchical level at which the employee operates, to the following conduct:

Consistent work discipline, self-control and strict adherence to all instructions related to the subject area.

Actively contributing, within its competences and responsibilities, to the continued implementation of the above principles and principles and contributing to the achievement of the stated policy objectives.

Fully support the implementation of all the principles described herein, committing its employees to the principle that compliance with all the above provisions is an integral part of their job responsibilities and is one of the most important basic tasks of every employee

For suggestions for improvement or to report violations of this policy, you may use Target's internal information system or contact your immediate supervisor, your local Human Resources representative or any member of management. Alternatively, use the email address etika@tart.cz , which is monitored regularly and all requests are forwarded to TART's senior management.