

eurotorg

**Eurotorg LLC
Human Rights Policy**



Scope of Application

The Human Rights Policy of Eurotorg LLC has been developed taking into account the provisions of the Collective Agreement and the Code of Business Ethics of Eurotorg LLC (hereinafter referred to as "Eurotorg" or the "Company") and establishes the principles applied in the implementation of the Company's obligations in the field of labor relations and human rights protection.

This Policy complies with the legislation of the Republic of Belarus and generally accepted principles and norms of international law.

This Policy is recommended for observance by all employees of Eurotorg.

Principles

Non-discrimination.

The Company does not tolerate discrimination based on race, gender, age, skin color, language, religion, political or other beliefs, national or social origin, financial standing, place of birth, sexual orientation, disability, trade union membership, or any other grounds.

No unique characteristics shall constitute grounds for discrimination against an employee at any stage of employment with the Company, including hiring, promotion (transfer), and other changes.

During employment, all decisions are made based on the knowledge, experience, professional training, and business qualities of employees, considering the requirements for positions / professions established in Eurotorg's local legal acts, and in accordance with the legislation of the Republic of Belarus.

Prohibition of any form of forced labor.

The Company does not accept any forms of forced labor, including the use of labor under the threat of punishment or pressure, at all stages of its operational activities. Eurotorg expects suppliers and other partners to adhere to similar principles.

Prohibition of child labor.

The Company does not permit any form of child labor that may cause harm to the health, safety, or morality of minors.

Employment in Eurotorg is permitted for persons not younger than 16 years of age; with the written consent of one of the parents – from 14 years of age, but only for work that does not harm the children's health and development and does not interfere with their education.

Employment security.

The Company guarantees the preservation of employee employment, supports the development of professional skills and employee training, ensuring equal opportunities and transparency of personnel processes.

Decisions regarding hiring and promotion / remuneration are based on the qualification level, skills, and experience of employees. Eurotorg excludes unjustified redundancies and dismissals, paying special attention to the protection of vulnerable categories of employees.

Provision of fair remuneration. Work and rest regime.

The amount of employee remuneration is established strictly in accordance with the legislation of the Republic of Belarus and Eurotorg's local legal acts regulating remuneration issues, taking into account the employee's qualifications, productivity, professional skills, and experience. The Company guarantees the timely and full payment of remunerations to all employees.

Standards for working hours, reduced working hours, and other issues regarding the work and rest regime are established by the Labor Code of the Republic of Belarus and Eurotorg's local legal acts and apply to all employees.

Responsibility for ensuring employee safety and health.

Eurotorg creates a safe and comfortable working environment that fully complies with the requirements of the legislation of the Republic of Belarus and the Company's standards on occupational health and safety provided for by local legal acts.

Inadmissibility of harassment and abuse.

The Company does not accept disrespectful behavior and treatment among its employees and does not tolerate manifestations of violence or harassment, aggression, and unfair treatment in the workplace.

Creating a culture of respect and freedom of expression.

Eurotorg strives to create an environment based on mutual respect, conducive to the open expression of opinions and ideas by any employee.

The Company guarantees the right of employees to freedom of association to protect their interests, including joining trade unions and other representative organizations (at the employee's choice).

Ensuring privacy.

Eurotorg ensures the inviolability of private life, the confidentiality of personal and family life, and the protection of honor, good name, and personal data of employees and other stakeholders.

Monitoring Compliance with This Policy

The Company regularly carries out systemic monitoring of human rights compliance within the framework of this Policy.

Monitoring includes:

- internal surveys and questionnaires of employees (including local ones, as well as in cases of receipt of complaints);
- conducting due diligence procedures;
- risk analysis;
- consideration of appeals received via the hotline;
- conducting audits.

Information regarding human rights violations for employees, stakeholders, and third parties is organized through the hotline: +375 17 289 00 00, +375 44 7888 880, or via email at info@eurotorg.by.

The Company considers all appeals, conducts a comprehensive assessment of circumstances, and implements preventive measures aimed at preventing recurring cases. If necessary, an action plan is promptly developed to eliminate or minimize consequences and improve human rights protection practices.

Conclusion

Eurotorg ensures access to this Policy for all stakeholders and employees by posting it on the Company's websites.

Taking into account the emergence of new risks, as well as in accordance with the requirements of the legislation of the Republic of Belarus, this Policy will be constantly reviewed and updated to maintain its relevance and significance for all stakeholders.