

Human Rights and Labor Standards Policy

This document was approved by Remedy Trading's Director and executive management and is publicly available on our website. All employees are informed about the contents of this document.

This Policy may be amended from time to time by the Company.

The Policy can be found at the Company's website at the **following link**:
<https://remedytrading.hu/about-us/>

Introduction

This Human Rights and Labor Standards applies to all full time, part-time and temporary employees and agents, representatives, consultants, advisors, and other similarly titled independent contractors of Remedy Trading Ltd. (the "Company").

The principles and guidelines set out in the Policy are derived from the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and The Ten Principles of the United Nations Global Compact, and reflect our aim of respecting human rights as laid out in the United Nations Guiding Principles on Business and Human Rights.

Policy Statement

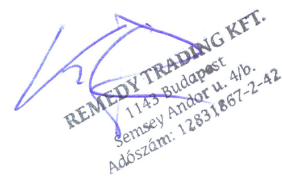
Remedy Trading Ltd seeks to provide a work environment where employees are treated with respect, dignity and consideration. This commitment is built upon a framework of policies and procedures designed to ensure fairness in the recruitment, development and retention of all employees.

Principals

- a) **Human Rights:** The Company supports and complies with the United Nations' Universal Declaration of Human Rights and seeks to honour the principles of internationally recognised human rights wherever it operates. Each Company's

employee shall be treated with dignity and shall not suffer harassment, physical or mental punishment or other forms of abuse.

- b) **Compulsory Labour and Human Trafficking:** The Company does not accept nor condone any form of modern slavery whether forced, compulsory or trafficked labour. Without limitation, the Company does not engage sweatshop labour, convict labour or indentured labour under penal sanction. All Company's employees shall provide their services to the Company on an entirely voluntary basis and no one shall be forced to remain in the employ of Remedy Trading Ltd against their will. Remedy Trading Ltd has a zero-tolerance approach to modern slavery and encourages all employees to raise concerns about any issue or suspicion of modern slavery, in any part of the Company's business at the earliest opportunity.
- c) **Child Labour:** Remedy Trading Ltd adheres to and strictly complies with international child labour conventions and child labour laws and regulations in the countries in which it operates. The minimum age of a Remedy Trading Ltd Employee shall be not less than the age of completion of compulsory education in Hungary, and in any event, shall not be less than 18 years.
- d) **Discrimination:** Remedy Trading Ltd strictly prohibits discrimination and harassment against any Remedy Trading Ltd employee or any applicant for employment with Remedy Trading Ltd, whether such discrimination or harassment is based on sex, race, age, colour, ancestry, religion, belief, disability, sexual orientation, marital status or any other feature protected by law.



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Date: Budapest, 2020-12-11

Gábor Kovács
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