

HUMAN RIGHTS POLICY

Euronickel Industries recognizes the responsibility to operate in line with international human rights. Everybody deserves to be treated equally, and with respect and dignity.

- Euronickel Industries commits to operating with respect to human rights across our value chain – in our own operations, across our supply chains, and in the communities where we operate;
- We commit to equal treatment in regards to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, age, marital status, family status, disability, or the receipt of public assistance;
- All of our employees have a right to freedom from harassment in the workplace because of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, age, marital status, family status, disability, or the receipt of public assistance;
- Our employees:
 - Must NOT exert or attempt to exert undue or inappropriate influence on other employees or behave in a manner that may reasonably be perceived as intimidating or threatening.
 - Must NOT influence outcomes with threats, bribes or inducements.
 - Must NOT behave in an abusive way towards other employees
- Definitions
 - Discrimination is any practice of behaviour, whether intentional or not, which has a negative effect on an individual or group based on prohibited grounds (for example, disability, gender, race, receipt of public assistance, sexual orientation etc.) unrelated to the person's abilities or objective considerations relating to the decision that is to be made;
 - Harassment means improper comment or conduct that a person knows or ought to know would be unwelcome, offensive, embarrassing or hurtful.

Scope of application: Nickel ore processing and production of ferronickel.

Kavadarci, 03/08/2021