

## People & Culture Policy

### Objective

The People and Culture Policy declares S&K LABEL's commitment to a positive approach to people and corporate culture. The aim of this policy is to ensure that all processes and activities affecting the Company's employees are planned and executed in a responsible and consistent manner. This policy is developed with respect for fundamental human and labour rights and is intended to guarantee S&K LABEL's high workplace standards in every respect.

It also aims to comply with at least national and international legislation on the working environment as well as other principles in this area.

### S&K LABEL Principles

- **Equality:** We provide equal opportunities for all employees and protect their rights to equal and favourable working conditions. All employees have the right to be treated equally – and have a duty to treat each other as such – with respect and consideration. No employee shall be discriminated against on the basis of ethnic origin, race, religion, gender, age, disability or sexual orientation.
- **Performance:** Our job is to deliver results, to meet targets, to work to the best of our abilities and to constantly strive to improve. All employees have the right to a clear communication of their tasks and an objective evaluation of their performance, on the basis of which they are rewarded.
- **Responsibility:** We should constantly strive to deliver on our promises and strive to create quality results and value for customers, consumers and society – while maintaining integrity and accountability.
- **Development:** We expect every employee to bring something new to their daily work and to use their talents. We believe that sharing the responsibilities of managers with employees leads to a satisfying and stimulating environment.
- **Continual improvement:** S&K LABEL's criteria as a provider of an attractive working environment must be continuously improved. We will therefore continue to comply with the legislation and agreements to which the Company has committed. We evaluate results and set new targets for improvement through internal and external surveys and benchmarking against competitors.

**More information/contacts:** HR manager (HRM)

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