

## CODE OF HUMAN RIGHTS AND SOCIAL PRINCIPLES

### 1) PURPOSE

This code includes the declaration and principles related to human rights and social principles applied in GreenTech S.A.

### 2) AREA OF APPLICABILITY

This Code of Human Rights and Social Principles applies to GreenTech S.A. (hereinafter referred to as GreenTech or "Company")

### 3) ACCESS RIGHTS

All employees of the Company have access to this document.

### 4) STATEMENT

Our commitment to respect and promote human rights and social principles, wherever GreenTech S.A. operates.

As a leading recycling company, GreenTech S.A. It assumes, as part of its work, responsibility for respect for human rights and internationally recognized social rights. Our success is based on high standards of quality, integrity and excellence and our absolute respect for human rights.

GreenTech S.A., given its responsibility as part of a large international group of companies:

- Complies with the cultural, ethical, social, political and legislative diversity of the nations and societies in which it operates,
- Is aware of the need to meet contemporary needs in a balanced manner from a social, economic and ecological point of view, which takes into account the protection of living and working conditions of future generations.
- As a company operating in the field of recycling, it is committed to respecting and promoting human rights and social rights in terms of responsibilities arising from legislative changes in the field.
- Respects the norms, directives, internationally recognized standards, especially those of:
  - a) International Charter of Human Rights (United Nations)
  - b) Basic Conventions of the International Labor Organization (ILO)
  - c) OECD Instructions,
  - d) The United Nations Global Compact,
  - e) The Tripartite Declaration of Principles on Multinational Enterprises and Social Policy (MNE Declaration) and the Guiding Principles on Business and Human Rights (ONU)

GreenTech S.A. adopts the following fundamental human principles and social principles:

#### 4.1) Basic Principles:

GreenTech S.A.:

- a) Recognizes and complies with the cultural, social, political and legislative diversity of all nations and societies and undertakes to respect and promote internationally recognized human rights, in the context of its activity;
- b) Recognizes the fundamental right to freedom of association and the right to collective bargaining within national law and also states the openness to cooperation in an open and constructive social dialogue, based on a relationship of mutual respect and trust, with legitimately elected representatives of employees, for the purpose of common benefits;
- c) Is in favor of banning all forms of forced labor, trafficking in human beings and modern slavery;
- d) Warranty that within GreenTech S.A. at least the minimum age for admission to work is monitored, in accordance with Romanian regulations.
- e) Rejects any form of discrimination in the workplace and declares itself in favor of promoting equal opportunities, as well as the diversity of all employees in terms of gender, age, culture, religion, skills and sexual orientation;
- f) It undertakes to treat all employees with respect, without using any form of corporal punishment, mental or physical coercion, abuse or harassment or the threat of such treatment;
- g) Respects the right to a reasonable contractual remuneration, depending on the national labor market, offering at least the minimum wage according to the law and guarantees the observance of the relevant national legislation regarding the working time and the regular paid leave;
- h) Supports the development of competencies both for the benefit of employees and the company, in order to permanently achieve high standards of performance and high quality of services, emphasizing at the same time and encouraging the personal responsibility that employees must maintain and improve employability;
- i) Considers the health of its employees to be of major importance and seeks to protect the health and safety of its employees, ensuring at least compliance with national health and safety standards in its buildings and supporting their further development to improve the working environment;
- j) It is committed, in the context of its activities, to protect the environment and to stimulate the positive impact of business sustainability.

#### 4.2) Objective, Field of Implementation and Modifications

- a) GreenTech S.A. comply with applicable laws and international standards so as not to breach human rights.
- b) Green Group ensures the implementation of the Code of Human Rights and Social Principles within all owned companies.
- c) This Code is periodically revised in the light of national and international developments and, in this context, it may be amended (if deemed necessary).

#### 4.3) Implementation

- a) GreenTech S.A. ensures the communication to its employees of the Code of Human Rights and Social Principles provides training to employees, relevant stakeholders and its suppliers on them and

expects them to pay special attention to, respect and apply the above mentioned principles during operations and business relations.

b) Furthermore, GreenTech S.A. will designate the Compliance Officer as Responsible for the management of Human Rights issues to whom, together with the persons designated in the group companies, internal and external requests are addressed, as well as any other relevant notifications.

c) Green Group evaluates and monitors the observance of the Code of Human Rights and Social Principles in its commercial activities and carries out periodic impact assessments in its organizational units.

d) The Board of Directors of each company concerned is responsible for the observance of the Code of Human Rights and Social Principles and delegates to the General Manager the attributions regarding the appointment of persons to whom business associates, clients and employees can address their relevant concerns, whenever necessary.

e) GreenTech S.A. reserves the right to verify compliance with the Code of Human Rights and Social Principles in an appropriate manner by conducting on-the-spot checks if there is a well-founded suspicion, or if it does not exist, when deemed necessary.

#### 4.4) Communication and Transparency

Regarding the principle of transparency, GreenTech S.A. undertakes to communicate its progress on the observance and implementation of the Code of Human Rights and Social Principles in all its activities to internal and external stakeholders.