

GO Steel a.s.



Human Rights Policy GO Steel a.s.

Edition 1

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1 Introduction

GO Steel a.s. (thereinafter the Company) is a traditional manufacturer of cold rolled steel strips and sheets. The largest share of the product line is represented by electrotechnical anisotropic steel strips and sheets. The Company also manufactures electrotechnical isotropic steel strips and sheets and unalloyed and alloyed steel strips and sheets.

The Company is a part of Stalprodukt S.A. Capital Group.

The Human Rights Policy articulates the respect of the Company for all human rights. This Policy focuses on the areas that have been identified as priorities for activities of the Company.

The Policy is derived from:

- The United Nations (UN) Universal Declaration of Human Rights and two International Covenants making up the International Bill of Human Rights;
- The International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work;
- The United Nations Global Compact.

For the purposes of this Policy, the above documents together are called the "International Human Rights Declarations".

2 Purpose

The Human Rights Policy sets out the principles for the Company's actions and behaviour in relation to human rights.

This Policy is a basis for creating an environment where human rights are respected, and also for ensuring that the Company does not engage in activities that directly or indirectly violate human rights.

3 Scope

This Policy applies to all employees of the Company. In addition, all our subcontractors working in our Company are expected to comply with this Policy, too. The Company will also promote the principles of this Policy to our suppliers and subcontractors.

The Human Rights Policy complements and brings together the human rights aspects from other Company policies (Code of Business Conduct, Integrated Management System Policy) and organizational guidelines.

In implementing this Policy, we are subject to the International Human Rights Declaration and the legislation of the Czech Republic.

4 Specific Commitments and Provisions

4.1 Commitments to Investors (Stakeholders)

Employees: The Company is committed to respect the human rights of our employees and to train our employees to be aware of, respect and protect human rights in all workplaces in the Company.

Business partners: The Company respects and promotes human rights when engaging with subcontractors, suppliers, customers, joint ventures and other partners. We will do this, as appropriate, through proactive engagement, monitoring and contractual provisions.

Local communities: We seek to respect human rights and to develop an understanding of the cultures, customs and values that prevail in our local communities by developing an inclusive and open dialogue with the people affected by our operations. The standard of GO Steel a.s. requires us to conduct an inclusive and open dialogue with local communities, including engaging with often under-represented groups such as women and indigenous peoples.

4.2 Specific Provisions

Promoting Health and Safety

GO Steel a.s. is committed to work towards a goal of zero accidents, injuries and supporting general wellbeing in the workplace. This is endorsed by the Integrated Management System Policy.

Promoting Freedom of Association

GO Steel a.s. upholds freedom of association and the effective recognition of the right to collective bargaining. We also work with our subcontractors and suppliers to promote the achievement of this principle.

Eliminating Forced or Compulsory Labour

GO Steel a.s. opposes the use of forced or compulsory labour. We also work with our subcontractors and suppliers to avoid indirectly benefiting from or promoting such illegal practices.

Abolishing Child Labour

GO Steel a.s. opposes the use of child labour. We work in collaboration with our subcontractors and suppliers to prevent and remove any instances of child labour in a manner that is consistent with the best interests of the child.

Eliminating Unlawful Discrimination in the Workplace

GO Steel a.s. is committed to ensure that each employee and potential employee is treated with fairness and dignity. Accordingly, any unlawful discriminatory practices based on race, colour, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, disability, birth or any other basis will not be tolerated. The Company seeks to provide each employee with equal opportunity for advancement without discrimination.

Eliminating Harassment and Violence

GO Steel a.s. is committed to promote a work environment free of any form of harassment, exploitation, abuse or violence as defined by the laws of the Czech Republic.

Providing Competitive Compensation and Remuneration

GO Steel a.s. aims to pay competitive wages based on local market assessments and at a minimum seeks to provide a commensurate compensation for each employee.

Upholding Conditions of Employment

GO Steel a.s. complies with all laws regarding conditions of employment including basic and over-time working hours, and will abide by agreements negotiated with our employee representatives.

Adopting Proportionate Security Arrangements

GO Steel a.s. aims to ensure that the provision of security and our engagement with public and private security forces is consistent with the laws and the relevant international standards and guidelines, such as the Voluntary Principles on Security and Human Rights.

Developing Practices for sustainable use of natural resources

GO Steel a.s. works towards understanding and applying applicable practices for sustainable use of natural resources while respecting human rights. This is endorsed by the Integrated Management System Policy.

5 Governance and Accountability

GO Steel a.s. have overall responsibility for the implementation of this Policy.

6 Implementation

This Policy is the overarching document for other standards and procedures that are developed as necessary by GO Steel a.s. on specific human rights matters.

This Policy is supported by training and Company-wide communications endorsed by GO Steel a.s.

7 Review and Monitoring

GO Steel a.s. will periodically review this Policy and its implementation with respect to its suitability and effectiveness.

GO Steel a.s. may seek to commission independent third parties to monitor its adherence to this Policy.

We also welcome feedback from, and dialogue with, interested parties. All feedback and comments on this Policy should be sent to info@gosteel.cz.