

HUMAN RIGHTS POLICY

1. INTRODUCTION

PARKER INTERNATIONAL CZECH s.r.o. is committed to respecting and protecting human rights in all its business activities. Our principles and standards include acting in accordance with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

This policy applies to all employees, management members, suppliers, and other entities cooperating with the company.

2. FUNDAMENTAL HUMAN RIGHTS

- We adhere to the principal that all people are equal and have the right to dignified treatment without discrimination.
- We do not tolerate any form of discrimination based on race, gender, age, nationality, sexual orientation, health status, or other personal characteristics.
- We respect the equal status of women and men both in work and in private life. Women and men have the same rights and opportunities and we do not tolerate discrimination based on gender.
- We respect the equal status of members of national, ethnic, religious and other minorities, both in work and in private life. Members of national, ethnic, religious and other minorities have the same rights and opportunities and we do not tolerate discrimination based on membership in a national, ethnic, religious or other minority.

3. LABOR RIGHTS AND CONDITIONS

- We ensure fair wages by comparing salary ranges in the local labour market.
- Employees work in a safe environment.
- We comply with all applicable laws and regulations regarding working hours, overtime, working conditions and benefits.
- We strictly reject inhumane treatment, forced, exploitative, or child labor.
- We respect and support the right of our employees to join a trade union of their choice and do not tolerate any form of retaliation or discrimination against those who participate in trade union activities.

4. HEALTH AND SAFETY PROTECTION

- We ensure compliance with all legal safety standards.
- We provide employees with protective equipment and regular occupational health and safety training.
- We conduct regular workplace inspections and risk assessments to identify and mitigate hazards.

5. EQUAL OPPORTUNITIES AND DIVERSITY

- We do not discriminate job applicants in the recruitment process based on identifying factors such as race, gender, age, nationality, sexual orientation, health status or other personal characteristics.
- We adhere to the principle of equal opportunities for all employees regardless of age, race, nationality, ethnic origin, health status, sexual orientation, or other legally protected characteristics.
- We do not tolerate harassment or discrimination.

6. PRIVACY AND PERSONAL DATA PROTECTION

- We protect and respect the personal data and privacy of everyone we cooperate with.
- We handle personal data in compliance with applicable data protection regulations, including the GDPR.
- Access to personal data is restricted to authorized individuals only.

7. COMPLAINT MECHANISMS AND ACCOUNTABILITY

- We have established procedures for reporting human rights violations.
- We ensure whistleblower protection against retaliation.

8. SUPPLY CHAINS AND ETHICAL BUSINESS

- We expect our suppliers, service providers (including employment agencies), and other partners within the supply chain to comply with basic human rights, ethical standards, and applicable legislation.
- We do not support corruption, exploitation, or unfair practices.

9. COMPANY COMMITMENT

- PARKER INTERNATIONAL CZECH s.r.o. is committed to reviewing this policy annually.

Approved by: Executive Director Masanori Kimura
Approved on: April 30, 2025
Policy Owner: Quality Assurance Department

