

CODE OF ETHICS - HUMAN RIGHTS AND WORKING CONDITIONS

The principles of this Code are binding on all employees and co-workers (self-employed persons) of FEBE SCRAP s.r.o. Any failure to comply with these principles is considered a serious violation and may lead to disciplinary action.

If someone discovers that a violation of the Code has occurred, he/she is obliged to immediately report this fact to his/her supervisor, the relevant person or the company management.

1. Employee rights

Every employee has the right to choose his or her employment freely, to work in satisfactory conditions and to be paid appropriately for work performed. He/she can defend himself/herself against violations of his/her rights by his/her employer by means of the law.

Every employee has the right to a safe and healthy working environment, the right to protection from discrimination and bullying, and the right to holidays and rest.

An employee has the right to file a complaint against violations of work, ethical, safety or other regulations, either verbally or in writing by email or mail.

2. Child labour and juvenile labour

Our company is committed to respecting human rights and the rights of children. As a company that honours and promotes ethical standards, we are prepared to fight against all forms of child and adolescent labour that violate Czech and international laws and standards.

a. Prohibition of child labour

We strictly prohibit any form of child labor as defined by the International Labor Organization and national laws.

b. Underage labour

Minors may only work for us if they meet the legal conditions for working as minors, i.e. they have reached the minimum age and years of education stipulated by law. We comply with all applicable laws and regulations regarding working hours, minimum age and working conditions when employing minors.

c. Safe and healthy working environment

We create a safe and healthy working environment for juvenile employees so that this environment respects their physical limits and does not compromise their physical and mental development.

d. Education and training

We recognise the importance of education for juvenile workers. We create conditions so that the work of minors does not hinder their right to education and so that they can participate in training and education.

e. Transparency and compliance

All our activities related to the work of minors are transparent and fully comply with applicable laws and regulations.