

RESPECT FOR HUMAN RIGHTS

*"All human beings are born free and equal in
dignity and rights.
They are endowed with reason and conscience
and should act towards one
another in a spirit of brotherhood."*

RE  ALLOYS
RENEWABLE ENERGY ALLOYS

I. OUR VALUES

Respect for human rights is central to the sustainable development of Re Alloys. At Re Alloys, respect for dignity and mutual respect are key values.

We recognise that the development of the company is possible only when human rights are protected and respected. Our values unite all Re Alloys employees regardless of their position in the organisation or nationality and provide the basis for our decisions and actions. What is important to us is not only what we do, but also how we achieve our goals. We are fully aware that by acting in accordance with our values, we contribute directly to the long-term success of Re Alloys.

II. RESPECT FOR HUMAN RIGHTS

We respect human rights, taking special care to identify and prevent situations that may lead to their violation. Respect for human rights is also vital in relations with investors, customers, suppliers and other contractors.

III. RESPONSIBLE COOPERATION WITH SUPPLIERS

In its Code of Conduct for Suppliers, Re Alloys has set out expectations concerning respect for human rights, including labour law, for the entities in its extended supply chain.

The commitment to transparency in their operations, removal of any irregularities, and the constant pursuit of improvement are the evidence of suppliers' responsible cooperation with the company.

IV. RESPECT FOR DIVERSITY

We value the diversity of our employees and the contributions they make to the company. Re Alloys creates favourable conditions for all our employees to reach their full potential. We do not accept or approve discrimination and harassment based on race, gender, skin colour, nationality, social background, religion, age, disability, sexual orientation, political views, or any other form as defined by applicable law.

In all aspects of recruitment, employment, promotion, payment of remuneration and benefits and training, our decisions are based on qualifications, skills, work experience, as well as job-related standards and performance.

V. WOMEN'S RIGHTS

Discrimination and violence against women are the major barriers that limit women's access to development and equal opportunities. Women are an integral part of Re Alloys' business model and development ambitions. We are pursuing development in which women have an equal position. Women's rights, as well as their involvement in key areas of the company's activities, are priority issues. Re Alloys respects women's rights and supports women in their professional development.

VI. FREEDOM OF ASSOCIATION AND COLLECTIVE AGREEMENTS

We respect the free and independent right of our employees to join trade unions without fear of repression, intimidation or harassment. In good faith, we engage in constructive dialogue with representatives of employees and trade unions.

VII. CREATING A SAFE AND FRIENDLY WORK ENVIRONMENT

Re Alloys' priority is the safety, health and well-being of our employees. We provide a safe workplace in accordance with the applicable safety and health regulations, and internal regulations, minimising the risk of accidents and hazards to health and life. Re Alloys has created a work environment that is free from violence, harassment, intimidation and other disruptive internal and external factors.

VIII. SLAVERY, FORCED LABOUR, HUMAN TRAFFICKING

Re Alloys absolutely does not accept, and does not condone, any form of using forced labour or human trafficking in any activity.

IX. CHILD LABOUR

We do not employ minors nor support the employment of children who have not reached the legal working age.

X. WORKING TIME, REMUNERATION, ADDITIONAL BENEFITS

Re Alloys employees receive remuneration in full compliance with applicable law and internal regulations on salaries and other potential employee benefits.

XI. BENEFITS

We are confident that our products meet all standards while incorporating innovative solutions that are efficient and environmentally friendly. In pursuit of improving living conditions, we are committed to ensuring fairness in the workplace and opportunities available to all employees, regardless of their gender.

XII. PROTECTIVE MEASURES

We are gradually increasing our awareness and knowledge in the area of human rights, including labour rights, by encouraging our employees to speak about their potential concerns, particularly in relation to a rapidly changing environment.

RE ALLOYS Sp. z o.o.
Prezes Zarządu
Mirosław Wilczek

RE ALLOYS Sp. z o.o.
Członek Zarządu
Jan Szafraniec

RE ALLOYS Sp. z o.o.
Członek Zarządu
Iwona Przybyła