



# WETAC Report CSR 2019

## Human- and Labor Rights Policy





As a global company we are committed to our Corporate Social Responsibility (CSR).

Human and Labor rights is an important part of CSR and this policy further strengthens our commitment to International Human Rights principles.

This Human and Labor Rights Policy applies to the whole Wetac Battery Company and its employees (including independent contractors, temporary workers and similar), and extends to the projects which it manages on behalf of its clients. We encourage our business partners to uphold the principles in this policy and to adopt similar policies within their businesses.

Wetac respect the Human Rights. That means we prohibit the following topics:

- Wetac prohibits the use of all forms of forced labor, and any form of human trafficking.
- Wetac prohibits the employment of individuals under the applicable statutory minimum age workers.
- The health and safety of our employees and stakeholders are very important for us. Wetac strives for a culture with zero accidents.
- Wetac is dedicated to fostering workplaces that are free from discrimination or harassment based on race, sex, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law.
- Wetac does not tolerate disrespectful or inappropriate behavior, unfair treatment, or unfair retaliation of any kind. Harassment is unacceptable.

Wetac's principle is to provide a living wage.

We follow applicable wage, work hours, overtime and benefit laws in the countries where it operates, or, in the absence of such laws, with international labor standards.

Wetac respects its employees' right to join, form or not to join a labor union, seek representation, bargain or not bargain collectivity in accordance with local laws and without fear of reprisal, intimidation, or harassment.

Wetac encourages its employees to address or report internal or external issues in line with the internal reporting procedures, as written in WP09 – Whistleblower Reporting Procedure. This cover a very broad range of topics, and, in any case, includes suspected violations in areas of bribery and corruption, conflicts of interest, free enterprise and fair competition, human rights, labor rights, discrimination, harassment, and financial bookkeeping. Wetac trusts the judgement of employees to address and report issues or potential issues in good faith.