

HUMAN RIGHTS POLICY

By approving the Human Rights Policy (hereinafter referred to as the Policy), “Ultraplast EU” LLC intends to implement the approach outlined by the United Nations: from now on, “respect, respect and application of legal remedies” will become the fundamental principles on which the coordination and execution of our internal processes will be based, with the aim of giving even greater importance to the issue of sustainable development as an integral part of the strategy of “Ultraplast EU” LLC (hereinafter referred to as the Company).

Company's commitment to human rights

The Company hereby undertakes to comply with this Policy.

The Policy sets out the Company's principles and obligations with regard to all human rights and in particular those relating to the business and corporate activities of the Company's employees, whether they are managers or ordinary employees of the Company.

The Company supports the respect of all human rights in its business relationships¹ and seeks to ensure that its contractors, suppliers and business partners adhere to the same, paying particular attention to areas of high risk and potential for conflict situations..

PRINCIPLES

Refusal of forced or bonded labor and child labor:

The Company refuses to use any form of forced labor² and does not confiscate funds or personal identification documents when entering into employment relationships with the aim of retaining employees against their will.

The Company respects children's rights and refuses to use child labor, and under no circumstances does it employ employees who have not reached the minimum working age.

Non-discrimination:

The public rejects any form of discrimination³ and seeks to ensure respect for its employees and potential employees in terms of co-representation and to create equal opportunities, both at the beginning of the employment relationship and at each stage of the work.

Freedom of association and collective bargaining:

The Company recognizes the right of its employees to form and participate in organizations aimed at protecting and promoting their interests, and does not influence the decisions they make. The Company also recognizes their right to have their interests (in different work units) represented by trade unions or other persons elected in accordance with the law.

The Company recognizes the importance of collective agreements as a privileged instrument in determining the contractual terms of employment of its employees, as well as in regulating relations between management and trade unions.

Health and safety:

The Company is committed to ensuring a high level of safety and health at work. It supports the dissemination and strengthening of a culture of security by raising risk awareness and promoting responsible attitudes among all its staff, including through the dissemination of information and training.

The Company is committed to caring for the health and safety of its staff.

Fair and favorable working conditions:

To ensure dignified and favorable working conditions, the Company rejects any form of insults, physical violence, verbal abuse, sexual harassment or psychological influence, threats or intimidation in the workplace.

When determining remuneration, the principles of fair wages and equal pay for men and women for work of equal value and complexity are taken into account, based on an objective assessment of the work, taking into account the volume of work to be performed. The minimum remuneration received by the Company's employees cannot be lower than the minimum level set in collective agreements (if any) and regulatory enactments.

The Company also recognizes the importance of professional orientation and training for the development of employees' work resources and skills, improving the forms of involvement and participation of employees and their representatives.

Confidentiality and exchange of information:

The Company respects the confidentiality and right to privacy of stakeholders and is committed to using the information and data provided to it appropriately. The Company also strives to ensure that its interactions with institutions and businesses are non-discriminatory, showing respect for different

cultures and paying particular attention to avoiding negative impacts on vulnerable groups such as children.

Complaints: Reports from interested parties:

If interested parties, whether employees or external stakeholders, believe that this document has a negative impact, they can report it (also anonymously): by e-mail to info@ultraplast.lv; by letter to the paper address: Ganību iela 103, Ventspils, LV-3601, Latvia, or by phone to +371 67651410.

When processing reports, the Company will act in a way that ensures that the senders of reports are protected from any retaliatory measures that could give rise to the slightest suspicion that they are a form of discrimination or punishment against such persons. In addition, the confidentiality of the names of the senders of reports is guaranteed, unless otherwise provided by law.

Conclusion:

The Policy has been approved by the Company's board and entered into force on October 1, 2025.

This Policy will be reviewed periodically to ensure its consistency and effective implementation.

The latest version of the Policy will be published on the Company's official website www.ultraplast.lv.

¹ The term “business relationships” includes “relationships with business partners and companies in the supply chain, as well as with any other public and private parties directly related to the company’s operations, products or services”;

² Forced or bonded labour means all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered his services voluntarily.

³ The term “discrimination” includes both direct and indirect discrimination, respectively:

a) any distinction, exclusion or preference based on race, colour, sex, age, sexual orientation, religion, political opinion, national or social origin which has the effect of nullifying or restricting equality of opportunity or of impairing treatment in employment or the performance of particular tasks;

b) any distinction, exclusion or preference which results in the elimination or limitation of equal opportunities or impaired treatment of a person in employment or in the performance of certain works.