

Our Human Rights Principles

UNDERSTANDING THE PRINCIPLES

SAMPLE ISSUES



We take a firm stance against involuntary labor and do not tolerate any form of forced or child labor

- No work shall be exacted under threat of force or penalty
- No worker shall be bonded by recruitment fees – we follow the “Employer-Pays-Principle”
- No restrictions on access to personal documents or mobility
- No work below minimum age according to applicable local laws



No access to personal documents



We provide working conditions which safeguard Human Rights

- Wages respect the national minimum wage levels, if applicable
- Salaries, including all benefits, are paid as agreed, regularly and on time
- Working hours are restricted in accordance with local laws and allow for adequate rest time
- Working conditions ensure health and safety
- Accommodation provided by the employer is safe, clean and habitable



Wages not paid on time



Everyone has the right to be treated with respect and fairness

- Respectful conduct is the basis of all interaction within Exyte, with our business partners and stakeholders
- We do not discriminate and we do not tolerate discrimination in recruitment or in the workplace



Disrespectful conduct



We promote the freedom of association

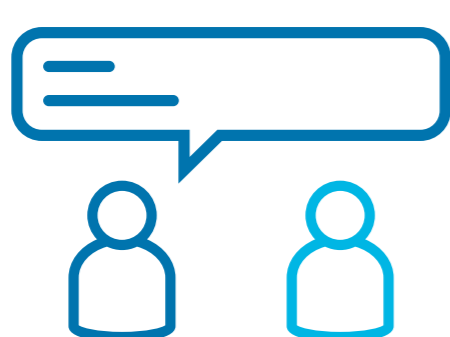
- Everyone is free to engage in worker representations



Retaliation

ADDRESSING ISSUES

Tell your Supervisor



Use Exyte’s Speak Up System



Our Speak Up system is open to all employees, contractors and stakeholders. We encourage you to speak up if you become aware of any violation of the principles above:

- Confidential
- Anonymous – if you wish
- Unbiased – operated by Exyte’s Compliance Organization
- No retaliation for reporting



Scan here for contact options and more information