

## 9 Human Rights and Labor Practices

### 9.1 Ethical Recruitment

Brytec promotes **transparent and objective recruitment and hiring processes** that are aligned with the company's values and its commitment to **diversity, equality, and inclusion**. Employees are hired **in compliance with the law and treated fairly**, with their rights respected and protected.

The principle of **equal opportunity and non-discrimination** is strictly observed throughout the entire employment cycle—from **recruitment and onboarding to professional development**. Employees and applicants are **not discriminated against** based on:

- Gender
- Age
- Ethnic origin or nationality
- Beliefs or religion
- Skin color
- Political or other opinions
- Sexual orientation
- Disabilities
- Marital status

Brytec ensures that **all international applicants, candidates, and employees** have **equal access to information**, including details about:

1. the **estimated cost of living** at the location of the potential employer,
2. the **expected duration of the employment relationship**, and
3. the **job market situation** in the relevant professional field.

**All information is provided free of charge.**

## 9.2 Wages and Social Benefits

The **Brytec Group** pays its employees **fair and reasonable wages**. All applicable minimum wage and compensation laws are observed. Brytec is committed to complying with the **principle of equal pay**, meaning there is **no gender-based wage discrimination**. Social benefits are provided to all employees in accordance with applicable regulations.

## 9.3 Working Hours

Brytec complies with **all applicable working time regulations worldwide**. In particular, employees working **remotely or from home** are explicitly reminded **not to exceed the maximum permissible working hours**.

## 9.4 Training and Qualifications

Brytec offers **internal training programs** to support its employees in the best possible way. In addition to **technical and social skills**, **regular training** is provided on topics such as **safety awareness, data protection, and compliance**.

## 9.5 Young Employees and Prohibition of Child Labor

The employment of young workers is only permitted under **strict compliance with international and national minimum age regulations**. **All forms of child labor are strictly prohibited**.

Brytec in particular adheres to the two fundamental **ILO Conventions on child labor**:

- **Convention No. 138**, which sets the minimum age for admission to employment
- **Convention No. 182**, which prohibits the worst forms of child labor

The **Brytec Group** has implemented appropriate **measures and monitoring mechanisms** to ensure compliance with these provisions. **Under no circumstances does Brytec accept violations of this policy within its supply chain.**

## 9.6 Prohibition of Modern Slavery

All forms of modern slavery—such as **forced labor, debt bondage, servitude, compulsory labor, human trafficking**, or similar practices—especially other forms of **oppression or exploitation**—are **strictly prohibited**.

**Brytec does not tolerate any violations of this regulation within its supply chain.** Companies working with Brytec are required to provide declarations of compliance.

## 9.7 Use of Private or Public Security Forces

Brytec respects **human rights** and acts in accordance with this **Code of Conduct**.

The **use of private or public security forces** must be avoided if it leads to individuals being subjected to **inhumane or degrading treatment** or if their **freedom of association is restricted**.

## 9.8 Diversity, Equal Opportunity, and Non-Discrimination

The team at Brytec consists of **employees with diverse ethnic backgrounds, cultures, religions, age groups, abilities (including disabilities), sexual identities, genders, and ways of thinking**.

This **diversity is one of the driving forces** behind Brytec's success. All employees are treated **equally**, and **discrimination of any kind is not tolerated**.

Strictly prohibited are:

- **Sexual harassment**
- **Any form of aggression or violence against individuals**

These principles apply **both internally and externally**, particularly in dealings with business partners.

**Brytec ensures that all employees—regardless of the characteristics listed above—have equal opportunities**, especially when it comes to **filling leadership positions**. This commitment is supported by **internal corporate guidelines and policies**.

## **9.9 Freedom of Association and Collective Bargaining**

Brytec respects the **right to freedom of association and collective bargaining**.

Employees are free to exercise their **rights without fear of harassment or retaliation** by Brytec.

## **9.10 Land, Forest, and Water Rights, Forced Evictions, and the Rights of Indigenous Peoples**

Brytec does **not engage in forced evictions** or the **unlawful appropriation of land, forests, or water resources** in the context of acquisition, development, or use of such resources.

Particularly in need of protection are the **rights of indigenous peoples**, whose **displacement or exposure to negative impacts** must be prevented.

Brytec expects all employees to support **local communities and indigenous peoples** located near the Group's operations. Particular importance is placed on **compliance with national and international laws and regulations**.