

Labor and human rights policy

Introduction

Fructus sp. z o.o. is obliged by national and international legal standards to comply with relevant labor standards as well as general human rights.

Fructus sp. z o.o. respect unconditionally the human rights contained in the declaration of the UN and the International Labor Organization regarding labor issues and respect for social principles.

Contents

1. Prohibition of discrimination
2. Forced labor
3. Employment of children and minors
4. Freedom of association
5. Harassment and persecution
6. Remuneration, working hours, non-wage benefits
7. Holidays and sick leaves
8. Employment contracts

1. Prohibition of discrimination

Fructus does not support or accept, and always oppose any discrimination of employees due to their gender, race, religion, political beliefs, sexual orientation, age, health condition or disability. Decisions related to employment and termination may only be made on the basis of independent and objective criteria.

2. Forced labor

Fructus does not tolerate any form of forced labor or human trafficking, and employees are free to make their own decisions.

3. Employment of children and minors

Fructus does not tolerate or allow the employment of children. The employment of minors is regulated by Polish law and the related European Union law.

4. Freedom of association

Fructus respects workers' right to associate, trade unions formation and collective negotiations regarding the interests of a given group of employees.

5. Harassment and persecution

Fructus commits to protect employees against aggression and physical or mental attacks, humiliation, threats, sexual abuse, both from co-workers and superiors.

6. Remuneration, working hours, non-wage benefits

Fructus comply with the standards and laws regarding work and remuneration applicable in general and specifically in the transport industry. This applies to working time standards, remuneration, as well as non-wage benefits. Employees are entitled to breaks from work and a minimum of one day off per week. Labor law regulations also strictly apply to issues such as breaks between shifts. Fructus provides opportunities for career development as well as education and development of useful skills.

7. Holidays and sick leaves

Fructus provides all employees with access to paid holidays, sick leave, occasional and parental leave in accordance with the law. Employees taking leave will not be threatened with dismissal for this reason, they will be able to return to their job on the same terms of remuneration and non-wage benefits.

8. Employment contracts

Fructus provides all employees with a written, understandable, regulated contract. The company does not act in violation of labor law. The company does not use apprentices, trainees, people on short-term contracts and part-time workers as lower-cost replacement workers.

Scope.

Fructus sp. z o.o. policy applies to all employees of the company, regardless of the type of employment, full-time or part-time. We encourage subcontractors, business partners and companies providing services to Fructus sp. z o.o. to adopt and implement our policy. Carriers and deliveries are obliged to comply with the Code of Conduct defining the ethical, social and environmental standards of our company.

Compliance

Fructus comply with the labor law policy and related national and international regulations. In case of differences, more stringent requirements apply.

Implementation

Fructus is committed to implementing the policy in its daily operations. It will be available in Polish and English. Compliance with its rules will be regularly monitored and checked.