

Declaration of Respect for Human Rights by CCPs

Responsibility for respect for human rights is a global standard of conduct that is expected of all businesses. Modern organizations are responsible for respecting fundamental rights both within their own legal entities and in the entire enterprise value chain and in relations with individual business partners.

As Cetes Cosmetics Poland, we declare our determination to implement solutions that will guarantee the observance of human and employee rights within our organization, in particular:

- we will exercise due diligence to continuously identify existing or possible negative impact on human rights through our activities or as a result of our business relations,
- avoid causing or contributing to adverse impacts, prevent or mitigate them, and implement remedial and corrective actions.

We expect all CCP employees, regardless of their function and level of management, to contribute with commitment to respect human and employee rights.

Our ambition is that the rules of conduct we implement in CCPs apply to all our suppliers, with particular emphasis on those partners whose employees perform their daily tasks at our premises.

We believe that the inalienable rights of every human being are:

1. **Right to a regulated employment**

relationship *We undertake to*

- conclude contracts in accordance with the assigned tasks and in accordance with the applicable law, keep appropriate employee documentation, ensure rest for employees in accordance with the applicable working time standards: daily, weekly rest and at least 14-day leave in each calendar year.
- the observance of an employee's right to 11 hours rest in each working day and 35 hours rest in each working week.
- organization of working time which provides each employee with an average of 2 days off a week and at least 1 free Sunday each month.
- granting holidays in accordance with the Labor Code. Our goal is for every employee to use a minimum of 14 days of uninterrupted rest period in each calendar year.

2. **Right to voluntary employment *We are***

committed to

- non-use of slave labor or forced labor, including forced labor of prisoners.
- non-employment of children under the age of 18.
- not to exceed on average 40 working hours per week in the settlement period.

- not to use overtime to replace a normal employment relationship.
- the use of overtime in consultation with the employee, except for malfunctions and the employer's sudden and unforeseen need for continuity of production.
- not to collect any deposits for the possibility of working and not retaining identity documents, especially for migrant workers.
- respecting the employee's right to leave the employer after the notice period.

3. Right to associate and/or represent *We undertake to*

- respecting the right of employees to form and join any trade union and to conduct collective negotiations with the employer.
- open communication with employee representatives elected in open elections.

4. Right to safe and hygienic working conditions *We are committed to*

- ensure safe and hygienic working conditions for workers.
- take appropriate measures to prevent accidents and health damage as a result of, in connection with or during work, by reducing the causes of hazards occurring in the work environment as far as possible.
- analysis of risks at individual workstations and informing employees about them.
- organizing regular, documented training on occupational safety and health.
- organizing a hygienic and friendly workplace, equipped with toilets, showers, changing rooms, social rooms, stoves with available water and other drinks.

5. Right to fair pay *We*

commit to

- provide employees in writing and in a form they understand with their remuneration conditions, no later than on the first day of employment.
- making the calculation of individual remuneration components available to each employee on a monthly basis and the annual settlement no later than the end of February of the following year.
- do not make any deductions from the payment which are not provided for by national law or by the remuneration rules.
- pay wages, at least once a month, on a timely basis, at least at the level of the national minimum rate fixed for each year. Our goal is to pay decent remuneration (living weight) in all jobs, both in CCP and in our suppliers.
- compliance with the limits on overtime work and the correct, lawful calculation of overtime pay.

6. Non-discrimination

We commit to

- the non-application of any form of discrimination based on sex, race, ethnic origin, nationality, religion, belief, disability, age or sexual orientation.

All personnel decisions regarding employment, promotion, access to training, evaluation, remuneration or reduction should be made regardless of the above-mentioned discriminatory criteria.

7. Prohibition of Inhuman

Treatment We undertake to

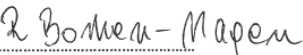
- e creating working conditions free from violence, threats of violence, harassment (including sexual harassment), the use of expressions commonly considered to be offensive to any person and other forms of intimidation.
- examining all reports of harassment, mobbing or discrimination in accordance with the applicable Anti-Mobbing and Anti-Discrimination procedure.

We also undertake to ensure that all CCP employees and employees of our suppliers have access to a confidential mechanism for reporting any violations of human and employee rights (address: speakup@cetescosmetics.com). All applications will be handled with due diligence and the conclusions of the proceedings will be used to improve our activities aimed at minimizing the negative impact of the company on human rights. We will also not retaliate against the reporting persons.

We are open to dialog with our employees, business partners and stakeholders, and we want to jointly improve our procedures and ways of operating in order to achieve even higher standards in respect of human rights.

In the opinion of this declaration, it shall:


.....
Konrad Stupecki


Renata Borken-Hagen.....


Grzegorz Glapa.....


Dorota Steciuk-Godzieba.....