



Code of Conduct

Date of revision: 1/7/2023



EOC is committed to managing its business in accordance with its declared values. These values recognize that good social citizenship, reflected in the way we interact with our employees, business partners and host communities, is an essential ingredient in creating and maintaining a sustainable future.

Human rights

EOC is committed to the principles expressed in the United Nations Declaration of Human Rights (and its protocols) and the fundamental Principles and Rights at Work developed by the International Labour Organization in all of the countries in which it has (or will have) a presence.

Freedom of association

EOC recognizes the right of the employees to become, and remain, members of Trade Unions and the right of their representatives to negotiate and bargain collectively on their behalf. In circumstances where Freedom of Association and Collective Bargaining are restricted (or prohibited) under legislation, EOC works with its employees, where they wish to do so, to establish alternative means of representation that are mutually acceptable. EOC provides reasonable access for employee representatives and ensures that they do not suffer any disadvantage or discrimination because of their role as a representative.

Child labour

EOC does not employ in any way, any individual who has not either reached the mandated school-leaving age or the minimum age set for employment in any country in which it operates. Notwithstanding the above, EOC supports initiatives such as work experience and summer / vacation employment for Second Level and College students with the intention to provide the participants with an introduction to business and the marketplace.

Forced labour and abuse

EOC is committed to treating its employees in a humane manner and does not countenance or condone forced labour, physical or mental abuse. EOC does not tolerate any other form of abusive behaviour not only in respect of its employees, but also in respect of those whom we conduct business with, e.g., suppliers, customers, members of host communities, local and national officials.

Employee respect

EOC values the contribution made to the business by its employees. It is committed to creating and maintaining a working environment which is safe, respects individuality, is non-discriminatory, appoints and promotes employees based on suitability, rewards fairly, encourages (personal and professional) development, and has effective mechanisms of communication.

CONFIDENTIAL

Once printed, this document is no longer a controlled document



Code of Conduct

Date of revision: 1/7/2023



Diversity and non-discrimination

As a multinational company, EOC values the differences reflected in its' diverse workforce. EOC is committed to a working environment which rejects discrimination on any grounds. They value a diverse workforce and expect managers to observe applicable laws against all kinds of discrimination. Employment decisions like hiring, equal pay, title, promotion, discipline, termination, or working conditions should be based on a person's ability or performance, not irrelevant personal factors. For purposes of this Code of Conduct, discrimination happens when qualified individuals are penalized at work due to unrelated personal factors like gender, gender identity, expression age, nationality, race, ethnicity, skin colour, or cultural background, religion or belief, disability, genetics, or health information including pregnancy, sexual orientation, caste, and union affiliation.

Fair compensation

EOC ensures that the pay rate for the standard working week (or part thereof in the case of part-time employees) in each country in which EOC operates, at least matches the minimum standard set by the local government or legislature. If no such standard is in place, EOC makes use of accepted industry standards or recognized norms to determine or adjust the relevant pay rates. EOC maintains the practice of reviewing all wage and salary levels in accordance with the relevant collective agreements or, where none exist, at appropriately regular intervals.

Anti-corruption

EOC is committed to acting lawfully, ethically with integrity and responsibility in the way, we operate towards our people, organization, communities, business partners and markets. EOC also expects from all parties concerned to conduct business in an ethical and lawful manner, act with integrity and in compliance with all applicable laws, including anti-bribery and anti-corruption laws.

Employee development

Continuous training and development of employees is a key objective of EOC, to encourage each employee to reach his / her maximum potential. EOC supports learning and development programs reflecting the necessity to constantly review and, where the necessity arises, raise, the standards of business performance. EOC encourages the exchange of "best practices", knowledge and skill transfer, health and safety, and commitment.

Communication

EOC highly values a transparent communication with external stakeholders and employees. They have regular and efficient meetings with their employees and representatives, conducted in an open and constructive manner, to exchange views on all matters affecting the business including health and safety, working conditions, terms and conditions of employment and the performance of the business. EOC makes use of the appropriate media which include departmental and function meetings, employee representative meetings at local levels, internet, newsletters, e-mailing, E-meetings, etc. Any complaint related to environment, ethics and sustainability can be reported through the reporting button on their company website.

CONFIDENTIAL

Once printed, this document is no longer a controlled document



Code of Conduct

Date of revision: 1/7/2023



Community involvement

EOC recognizes that its plants, wherever situated, are a part of that local environment and community. As a socially responsible organization, EOC is committed to developing a constructive and mutually supportive relationship with the host communities in whose domicile we are privileged to operate. Consequently, appropriate community activity and involvement is both encouraged and promoted.

Environment

EOC is committed to the 17 UN Sustainable Development Goals. EOC strives to search for sustainable raw materials and processes to offer alternatives to the market. EOC is continuously improving its processing to produce in the best possible sustainable manner. Their aim is to efficiently use resources, minimizing material and product wastage, promoting more recycling, and optimizing transportation requirements.

Social media

When an employee shares information or references to EOC on their social media, EOC expect this to be done respectfully and professional. Negative comments about EOC as a company or colleagues are not appreciated. Users should be transparent about their identity when representing EOC online. Users should respect the privacy and confidentiality of others. They should not share or disclose sensitive or confidential information without proper authorization. Any content shared must be accurate, reliable and does not spread misinformation or disinformation. Any users representing EOC online should be mindful of their personal and professional reputation when using social media. They should avoid engaging in discussions that could damage their own or EOC's reputation. EOC reserves the right to take the necessary steps to protect affected employees and the company EOC in these cases

GDPR

For a detailed clarification on this matter, please refer to the EOC GDPR policy at www.eocgroup.com/policy-and-gdpr

CONFIDENTIAL

Once printed, this document is no longer a controlled document