



HUMAN RIGHTS AND WORKING CONDITIONS

We respect the human rights of workers and treat all people with dignity, as declared by the Universal Declaration of Human Rights and the UN Basic Principles on Business and Human Rights. Human rights are fundamental for all of us, regardless of nationality, gender, national or ethnic origin, religion, political affiliation and other factors.

Child labour and youth work: In accordance with the Charter of Fundamental Human Rights in the European Union, the Convention of the International Labour Organization and the Labour Code of the Slovak Republic, we do not employ children under the age of 15. We employ young people from the age of 15 to perform light work in the maximum range of 20 hours per week. The work of minors must not interfere with their school attendance, their daily teaching and working hours must not exceed 10 hours.

Wages and rewards: We provide our employees with a wage for their work in accordance with the Labour Code and the workplace contract. The salary enables a decent standard of living for employees and their family members. We also provide employees with benefits according to the concluded employment contract. Employees are entitled to an extra payment for working on Saturdays and holidays.

Working time: We comply with the Labour Code. Our working hours are 42,5 hours per week, 60 hours in emergency situations. All overtime must be paid. The salary is due by the 15th of the following month. Employees must have at least one day off every seven days.

Forced labour: Any work forced under threats is prohibited in our company.

Ethical recruitment: We employ workers in accordance with Slovak and international labour standards in a transparent manner that respects human rights. When recruiting workers, we respect the EU gender equality strategy for the years 2020-2025. Workers must be provided with a draft employment contract in a language they understand at the start of their recruitment.

Freedom of association: Everyone is guaranteed the freedom to associate, join or not join a union, bargain collectively, seek representation and join works councils in accordance with local laws.

Employees have the right to communicate openly with management about working conditions and management practices without fear of retaliation, intimidation or harassment.

Health and Safety: We provide workers with a safe and healthy work environment that meets or exceeds applicable local laws and standards for occupational health and safety.

Harassment: Harassment of workers in any form is prohibited.

Non-discrimination: We provide equal employment opportunities regardless of worker or applicant characteristics such as race, age, gender, sexual orientation, gender identity and equality, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, genetic information or marital status.

Šaľa, 01.03.2023


Ing. Ivan Khandl
General Director of IN VEST s.r.o.