

## Human rights and working conditions

SENIS recognizes the responsibility to respect human rights, including labour rights, and fully respects and complies with applicable laws and regulations. We respect the internationally recognized human rights as expressed in the International Bill of Human Rights.

We are committed to conduct our business activities based on respecting the following human rights and working conditions:

- Freedom of association:

Respect employees' rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations;

- No forced or child labour:

Not tolerate any form of forced or child labour;

- Diversity and equal opportunities:

Ensure no discrimination in hiring and employment practices with regards to race, religion, sex, age, physical ability, political opinion, social or ethnic origin or sexual orientation;

- No harassment:

Provide a workplace that is free from any form of harassment, including verbal, physical, mental and visual harassment;

- Fair employment practices:

Comply with applicable laws and industry norms on employees pay, work hours and conditions. Provide fair and competitive compensation commensurate with the employees' position;

- A safe and healthy workplace:

Provide and maintain a safe and healthy work environment for every employee.

Zug, 10. May, 2019



-----  
SENIS AG  
S. Spasic, CEO

