

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

This policy sets out ZIPPER's position on modern slavery and human trafficking, both of which are considered serious criminal offenses and violations of fundamental human rights.

The terms modern slavery and human trafficking encompass various forms of exploitation, including slavery, servitude, forced and compulsory labor, and human trafficking — all involving work or services that are imposed on individuals under threat or without their freely given consent.

ZIPPER adopts a zero-tolerance approach to modern slavery and is committed to the following principles:

- Acting ethically and with integrity in all interactions with employees, partners, clients, and other stakeholders;
- Implementing and maintaining effective systems and controls to ensure that modern slavery does not occur within our business operations or any part of our supply chains;
- Not engaging in human trafficking or using forced labor in any part of our organization or supply chain;
- Ensuring that all labor is voluntary and that workers are free to leave their employment or terminate their contracts at their own discretion;
- Prohibiting practices where workers are required to pay recruitment fees or incur debt to third parties as a condition of employment;
- Not requiring employees to surrender their passports or work permits as a condition of hire.

ZIPPER encourages any individual who becomes aware of a potential violation of this policy to report the matter via email at etica@ezipper.ro. All reports will be treated with the utmost confidentiality, and no retaliatory actions will be taken against the whistleblower, who will be fully protected. Reports must be made in good faith and based on factual events, supported by the objective judgment of the individual reporting.