

HUMAN RIGHTS POLICY

At ZIPPER, respect for human rights is a fundamental principle. To uphold this commitment, the company has adopted a wide range of independent policies, practices, and programs across key areas related to human rights—including safety, labor rights, diversity, equity, inclusion, and [data privacy](#).

ZIPPER's Human Rights Policy is guided by our Code of Conduct and by international human rights standards, including the Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

Our company's vision—to unlock human potential for all—and our commitment to exemplifying core values in our daily interactions with all stakeholders reinforces our responsibility to operate in a manner that reflects the dignity and rights of every individual. This is done in full compliance with relevant laws, international conventions, norms, and internal policies.

All human beings—regardless of race, color, ethnicity, nationality or social origin, ancestry, sex, gender identity or expression, sexual orientation, language, age, disability, medical condition, health status, physical appearance, pregnancy, marital or family status, citizenship or immigration status, religion/belief, political affiliation or any other status, genetic information, military or veteran status, place of residence, economic or social background, victim status, or any other characteristic—are entitled to the respect and protection of internationally recognized human rights.

These include, but are not limited to:

- The right to life and liberty
- The prohibition of slavery, torture, and abuse
- Freedom of opinion and expression
- The right to earn a livelihood
- The right to education
- The right to access clean water
- And many other fundamental rights

At ZIPPER, we are committed to ensuring that all individuals are treated fairly, with dignity and respect. We have implemented mechanisms and procedures that allow for the reporting of any harassment or discrimination (see the Anti-Harassment and Non-Discrimination Policy).

There will be no retaliation or retribution against any employee who, in good faith, raises concerns in line with this Human Rights Policy. ZIPPER is fully committed to investigating,



addressing, and responding to such concerns and to taking appropriate corrective action in the event of any violations.

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