



HUMAN RIGHTS POLICY

As Ames Europe, we continue to work in a manner that respects human rights, as stated in the UN Universal Declaration of Human Rights (1) and in the fundamental conventions of the International Labor Organization (ILO) (2).

We offer equal opportunities at all stages such as hiring, working conditions, remuneration, performance management, promotion, continuous learning, and retirement.

At Ames Europe we do not allow discrimination based on race, gender, skin color, religion, marital status, sexual orientation, political view or affiliation, ethnic identity, health status, family responsibilities, union activity or membership, disability, or age.

We promote the freedom of unionization and collective bargaining of our employees, we do not act contrary to the Human Rights Principles, we do not employ forced or compulsory labor. We support diversity, inclusion, and participation, we stand against harassment and discrimination, we preserve the health, safety, and dignity of employees, we are determined to treat everyone fairly.

- (1) *The United Nations Universal Declaration of Human Rights, which is the most fundamental document in the international arena on human rights, emphasizes that we all have natural human rights, regardless of race, skin color, religion, gender, language, political or other opinions, national or social origin, property, birth or other statuses. It aims to ensure that we reach all our rights, particularly our right to life, in a manner worthy of human dignity.*
- (2) *The International Labor Organization (ILO), which acts in line with its founding mission that peace in working life is indispensable for well-being, strives to realize social justice and internationally recognized human and labor rights. Today, the ILO helps create decent jobs and provides economic and working conditions that will lead employees and businesses to adopt lasting peace, prosperity, and progress.*