# SOLITEK HUMAN RIGHTS POLICY

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## 1. Purpose and Commitment

SoliTek is committed to respecting, protecting, and promoting human rights across all its operations and business relationships, in line with internationally recognised human rights principles and applicable legal requirements.

Where national legislation and internationally recognised human rights principles differ, SoliTek follows the higher standard. In the event of conflict, SoliTek seeks to respect human rights to the greatest extent possible.

## 2. Scope and Applicability

This Human Rights Policy applies to:

- all SoliTek employees;
- suppliers, subcontractors, supplier vendors, business partners and other third parties directly linked to SoliTek's operations, products, or services;
- local communities and other relevant stakeholders where SoliTek's activities may have an impact.

SoliTek expects all such parties to respect the principles outlined in this policy and to operate in compliance with applicable laws and internationally recognised human rights standards.

## 3. Definitions

In this Policy the following definitions apply:

- **Supplier** means a company, partnership, or individual that provides goods or services to SoliTek.
- **Subcontractor** means the Supplier's agents or subcontractors engaged to carry out obligations to SoliTek.
- **Supplier Vendors** means suppliers or vendors that are part of SoliTek's extended supply chain.
- **Business Partners** means all Suppliers, joint venture partners, collaborators, and other third parties with which SoliTek does business.
- **Local communities** means individuals or groups of people living or operating in areas where SoliTek conducts its activities or where its operations, products, or services may have a direct or indirect impact.
- **Employee** means a SoliTek employee.

## 4. Human Rights Expectations

SoliTek establishes the following human rights expectations, which apply equally to SoliTek employees, suppliers, subcontractors, supplier vendors business partners, local communities, and any other parties directly or indirectly linked to SoliTek's operations, products, or services.

All such parties are expected to:

- respect human dignity and internationally recognised human rights;
- prohibit and prevent discrimination, harassment, forced labour, and child labour;
- ensure a safe, healthy, and respectful working and operating environment;
- comply with applicable laws regarding working hours, wages, and freedom of association;
- act in an ethical and responsible manner and cooperate in addressing potential human rights risks or violations;
- provide access to grievance mechanisms for employees and other stakeholders.

## 5. Core Human Rights Principles

### 5.1 Non-discrimination

SoliTek is committed to prohibiting discrimination of any kind, including on the basis of race, ethnicity, national origin, gender, age, religion, disability, or sexual orientation. We provide equal opportunities for all our employees, including in recruitment, training, promotion, compensation, and benefits, based solely on merit and qualifications.

### 5.2 Health & safety

SoliTek is committed to promoting a safe and healthy working environment that prioritizes the protection and well-being of employees. The company complies with all applicable health and safety laws and regulations, provides appropriate safety training and personal protective equipment, and conducts regular audits and evaluations to identify and address potential risks. SoliTek also ensures access to safe drinking water, adequate sanitation facilities, and appropriate hygiene conditions for all employees and other persons present at SoliTek's workplaces.

SoliTek also ensures that appropriate emergency preparedness measures are in place, including emergency procedures, evacuation plans, regular drills where applicable, and training to ensure employees know how to respond safely in emergency situations.

SoliTek maintains emergency preparedness and response measures that address potential chemical and other hazardous incidents, including procedures for safe handling, storage, spill response, and communication in emergency situations.

SoliTek commits to identifying and managing risks related to hazardous materials through appropriate risk assessments, mitigation measures, and training to ensure safe handling and use.

SoliTek's health and safety management approach includes commitments to maintaining safe buildings, electrical systems, and fire safety measures in accordance with applicable laws and regulations.

### 5.3 Working hours & wages

SoliTek is committed to respecting the rights of employees to fair and reasonable working hours and wages, and to preventing excessive working hours by ensuring that working time, overtime, and rest periods remain within the limits set by applicable laws and regulations. SoliTek does not tolerate forced or child labour in any form and complies with all relevant minimum age laws.

#### No use of child labour

SoliTek does not use child labour in any form. The employment of children is strictly prohibited across SoliTek's operations and business relationships.

#### Young workers (16–18 years)

SoliTek does not employ workers under the age of 18.
Where young workers above the legal minimum working age and below the age of 18 were to be employed, SoliTek would ensure that they are provided with additional protections. Young workers would not be engaged in hazardous, dangerous, or inappropriate work, and their work would not be harmful to their physical, mental, or moral development, nor interfere with their education.

In such cases, SoliTek and its stakeholders would take appropriate measures, including risk assessments and regular monitoring, to ensure the health, safety, and well-being of young workers.

#### Wages and benefits

SoliTek commits to paying at least the applicable legal minimum wage or collectively bargained wage, where applicable, and to providing all legally mandated benefits, including employer contributions to social security systems.

In addition, SoliTek aspires to continuously improve its remuneration practices and, where feasible, to move toward payment of wages that support a decent standard of living.

#### Transparency on wage practices

SoliTek commits to transparent communication regarding its wage practices and living wage aspirations, including providing relevant information to customers, auditors, and certification bodies such as the Cradle to Cradle Products Innovation Institute (C2CPII), where appropriate.

### 5.4 Workers representation

SoliTek is committed to acknowledging and respecting the rights of our employees to join and form labour unions or other representative organizations of their choice. We recognize the importance of open and constructive communication with our employees and encourage their participation and feedback regarding labour and human rights issues.

## 6. Commitment to continuous improvement

SoliTek is committed to continuously improving its labour and human rights policies and practices. Policies and procedures are reviewed regularly to ensure relevance, effectiveness, and alignment with evolving human rights standards.

## 7. Human Rights Risk Areas and Mitigation

SoliTek recognizes that, based on country- and sector-level social risk assessments relevant to manufacturing activities in Lithuania, certain human rights–related risks are particularly relevant to its operations.

### Collective bargaining and freedom of association

In the national context, collective bargaining coverage has been identified as a higher-risk area. SoliTek addresses this risk by respecting employees' rights to freedom of association and collective bargaining in accordance with applicable labor laws. The company maintains open dialogue with employees, ensures that no form of retaliation or discrimination related to employee representation occurs, and provides accessible internal channels for raising concerns or feedback.

### Occupational health and safety, including risks of work-related injuries

Occupational health and safety, including the risk of work-related injuries such as falls, is recognized as a potential adverse impact in the sector. SoliTek addresses these risks through occupational health and safety policies and procedures, regular workplace risk assessments, safety training, and preventive measures aimed at minimizing accidents and injuries. Health and safety practices are continuously reviewed and improved.

To address these and other potential human rights impacts, SoliTek applies relevant internal policies and procedures, complies with applicable labor and employment laws, and maintains confidential grievance and feedback mechanisms for employees and other stakeholders, including the option of anonymous reporting.

## 8. Policy implementation

This policy is implemented through SoliTek's internal procedures, supplier requirements, regular review of labour and human rights practices, and ongoing identification, prioritization, and mitigation of human rights risks related to SoliTek's operations, supply chain, and affected stakeholders.

SoliTek's grievance mechanisms are intended to provide an additional channel for raising concerns and seeking remedy and do not replace or limit access to judicial or arbitration procedures, nor do they substitute any rights or resources available through collective agreements.

By adhering to these principles, SoliTek aims to foster a workplace and business culture that values diversity, inclusivity, and fairness, supports the health and well-being of employees, respects human rights across its value chain, and contributes to sustainable and responsible business practices.