

ACCEPTANCE OF THE SA 8000:2014 COMMITMENT – DECLARATION OF THE ORGANIZATION

Company: **Marelli Automotive Lighting Jihlava (Czech republic) s.r.o.**

Marelli Automotive Lighting Jihlava hereby formally accepts the commitment to implement and maintain the SA 8000:2014 social responsibility system in accordance with the requirements of the standard and international principles of ethical business. It also confirms that it respects fundamental human rights in all its activities and recognizes them as an indisputable key value of its corporate culture and strategy, closely linked to sustainability and corporate governance.

The Company actively works to manage and reduce potential risks of human rights violations in order to prevent negative impacts on these rights in the international and socially diverse environment in which it operates.

The company's commitment includes, in particular:

1. Prohibition of child labour

- Not employing children and ensuring the protection of juvenile workers.
- Verify the age of employees and suppliers.

2. Prohibition of forced labour

- Not to allow any form of forced or compulsory labour.
- Guarantee the freedom to pursue employment without withholding documents.

3. Health and safety at work

- Ensure a safe and healthy working environment.
- Regularly train employees and prevent accidents at work.

4. Freedom of association and collective bargaining

- Respect the right of employees to associate freely and represent their interests.

5. Non-discrimination

- Treat all employees fairly regardless of gender, age, origin, religion or other differences.

6. Ethical Disciplinary Procedures

- Apply fair and dignified disciplinary procedures without physical or psychological pressure.

7. Working hours

- Comply with the legal limits of working hours and overtime.

8. Remuneration

- Provide a wage at least at the level of the subsistence minimum and in accordance with legal regulations.

9. SA8000 Control System

- To continuously improve the system of social responsibility management.
- Involve employees in the improvement process and respond to their suggestions and complaints.
- Ensure regular review of the system by management and evaluation of objectives.

This statement is binding on all employees, management and partners of the company and confirms Marelli Automotive Lighting's commitment to an ethical, fair and safe working environment.

This policy is **publicly available**, shared with all employees, and communicated to our suppliers and partners. The company's management is committed to providing the necessary resources and support to fulfill all of the above principles.

Signature of the management:

Name and function:

Štefan Cmarko, Managing Director



Date: 8.9.2025

Signature of the management:

Name and function:

Bohdan Souček, HR Manager



Date: 8.9.2025