

Rīga, June 2022

HSH Chemie SIA POLICY

HSH Chemie SIA observes the principles of the Universal Declaration of Human Rights, the ten principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the International Labour Standards on Social Policy of the International Labour Organization (ILO) and the principle of social partnership. Irrespective of the equality of all human rights, the following are of particular importance for organization:

- The right to equality of opportunity and the right to non-discrimination
- The avoidance of any form of child or forced labour
- Fair pay and additional benefits in accordance with the local market conditions
- Compliance with the applicable regulations
- Support and promote women's empowerment

HSH Chemie SIA requires from itself, its suppliers and other business relationships:

- Compliance with applicable laws and relevant standards in relation to human rights, worker rights & conditions, health & safety
- Compliance with applicable laws and relevant standards in relation to environmental protection, deforestation, biodiversity, waste, and wastewater management.

We treat one another fairly and respectfully.



Juse Lauce