

Human rights policy

This policy outlines the principles and practices that ensure individuals can live with dignity, freedom, and security. It covers rights such as freedom of speech, privacy, health, life, liberty, access to clean water, sanitation, and an adequate standard of living. This policy serves as a framework to prevent violations like discrimination, forced labor, or modern slavery, and to provide remedies when rights are infringed. SEA commits to:

- Uphold and promote the fundamental rights pronounced in the Universal Declaration of Human Rights and the principles of the UN Global Compact;
- Engage with stakeholders in our efforts to respect and promote freedom of speech;
- The company is committed provide a flexible work environment for all its employees;
- Recognize our company responsibility to provide for stakeholders a healthy working environment with access to clean water and sanitation;
- Ensure we are in no way involved or associated with the issue of forced, involuntary or child labor;
- Encourage our suppliers to adopt the principles in this policy;
- Consider withdrawal from relationships with business customers or suppliers where there is no evidence that they are moving towards the application of international human rights standards;
- HR shall annually review company compliance to National human rights legislation and to report findings to the management review board;
- To consult annually with management, staff, investors, and our local community to develop an ESG materiality matrix that is published in our sustainability report;
- HR shall review annually the company whistleblowing process and report all findings anonymously to the management review board.

Application

This policy applies to all SEA employees, contractors, and visitors.

Review

This policy is reviewed annually by the Managing Director and updated as necessary.

Communication

This policy is published on our company website and communicated to internal and external stakeholders including our suppliers.

A stylized, handwritten signature in black ink.

Frantisek Plachy
Managing Director
SEA Enterprises a.s.