

IP-036-01 Human rights policy

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NIP: 677-23-68-499

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1.0	28.12.2023	Compliance Officer	Document creation
1.1	1.09.2024	Compliance Officer	Document review, update
1.2	7.05.2025	Compliance Officer	Document review, update – change of the address

Objective

At Endego, we recognize the profound impact our actions can have on individuals, communities, and the world at large. As a leading force in the automotive design industry, we understand that with great innovation comes an even greater responsibility. It is with this understanding and a firm commitment to ethical and responsible business practices that we present our Human Rights Policy.

This document serves as a testament to our dedication to upholding the fundamental principles of human rights. Beyond mere compliance with laws and regulations, our aim is to foster a culture that respects the inherent dignity and worth of every individual, both within our organization and across the diverse communities we engage with.

In an industry driven by innovation and creativity, we acknowledge the unique challenges and opportunities that come with designing the future of mobility. Our commitment to human rights is not only a moral imperative but also a strategic decision to shape a sustainable and socially responsible future for the automotive design landscape.

The world is interconnected, and so are our responsibilities. As a global company, we recognize our role in the broader human rights landscape. This policy is our pledge to contribute positively to the advancement of human rights worldwide.

Scope and Applicability

This Human Rights Policy applies to all companies within the Endego Group, collectively referred to as the "**Company**" or „**Endego**". The principles outlined herein are integral to our commitment to ethical business practices.

This policy applies to every individual associated with Endego, including but not limited to employees, associates, and representatives. Regardless of role or level, all members are expected to adhere to the human rights standards outlined in this policy.

This policy will be regularly reviewed and updated to reflect evolving best practices, legal requirements, and the dynamic nature of our business and the global human rights landscape.

Legal and Regulatory Framework

Endego is committed to full compliance with all relevant Polish laws and regulations pertaining to human rights. This includes adherence to national labor laws, anti-discrimination legislation, and other applicable statutes.

In addition to local compliance, we align with internationally recognized human rights standards, such as the Universal Declaration of Human Rights and the International Labour Organization's (ILO) conventions.

We conduct regular human rights due diligence to identify and address any potential risks or impacts associated with our operations, ensuring our commitment to legal and ethical practices. Any identified violations of human rights laws or regulations will be promptly investigated, addressed, and reported as required by applicable laws.

Human Rights

I. Child labour

All the employees of Endego are adult persons. We do not condone and do not practice hiring employees who are younger than 18. The cases in which cooperation with minors is permitted are exclusively related to learning and delivery of the core curriculum, which makes the pupils liable for completing internship in compliance with the adopted domestic legislation pertaining to this area.

II. Forced labour

The work in Endego is voluntary and based on mutual agreements. The employees' mobility and freedom of movement are not limited in any mode. The company does not keep any identity documents of the employees and does not collect any advance payments towards employment.

III. Freedom of association and collective disputes

We respect the right of every individual to freedom of association at all levels, especially in trade union matters, which entails the right of every individual to form and join trade unions to defend their interests. We also recognize and respect the right of every individual to seek redress in court, including collective disputes.

IV. Employee Rights and Protections



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Equal Employment Opportunities

Endego is dedicated to providing equal employment opportunities, fostering a workplace free from discrimination based on race, gender, religion, or any other protected characteristic.

Workplace Safety and Health

Ensuring the safety and health of our employees is paramount. We adhere to rigorous safety standards, promoting a work environment that prioritizes the well-being of every team member.

Non-Discrimination and Diversity

We celebrate diversity and prohibit discrimination in all aspects of employment. Our commitment to a diverse and inclusive workplace is essential to fostering innovation and collaboration.

Harassment-Free Workplace

We maintain a zero-tolerance policy for harassment. All employees are entitled to a respectful workplace, and any reported incidents will be promptly and thoroughly investigated.

Fair Compensation

We provide fair and competitive compensation, adhering to applicable wage laws and regulations, ensuring that every employee is remunerated justly for their contributions.

Work-Life Balance

Recognizing the importance of work-life balance, we support flexible work arrangements when feasible, promoting the well-being and productivity of our employees.

Privacy and Data Protection

Respecting employee privacy is a core principle. We uphold stringent data protection measures, ensuring the confidentiality and security of personal information.

Continuous Training and Development

Investing in the professional development of our employees, we provide ongoing training to enhance skills and foster career growth, promoting a culture of continuous learning.

V. Supplier and Business Partner Relations



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Human Rights Standards for Partners

Endego extends its commitment to human rights to all suppliers and business partners. We expect them to adhere to the same high standards outlined in this policy.

Monitoring and Compliance

Regular monitoring mechanisms are in place to assess the human rights practices of our partners. Non-compliance may lead to corrective actions, including termination of contracts.

Transparent Reporting

We encourage transparent reporting from our suppliers and business partners regarding their human rights practices, fostering mutual accountability and shared responsibility.

Child Labor and Forced Labor

Explicitly, we prohibit engagement with any entity involved in child labor or forced labor, reinforcing our commitment to eradicating such practices throughout our supply chain.

Integration into Contracts

Our contracts include clauses that explicitly state our human rights expectations, making adherence to these principles a contractual obligation for all partners.

Responsiveness to Concerns

Any reported concerns regarding human rights violations within our supply chain are promptly addressed, with collaborative efforts to implement corrective actions.

VI. Community Engagement

Local Community Collaboration

Endego is committed to fostering positive relationships with local communities impacted by our operations. We engage in open dialogue to understand and address community needs and concerns.



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Social Impact Assessments

We conduct regular social impact assessments to proactively identify and mitigate any adverse effects our activities may have on local communities, ensuring responsible and sustainable business practices.

Inclusive Decision-Making

We strive for inclusive decision-making processes, involving local communities in matters that may affect them, and seeking their input to promote shared value creation.

Education and Empowerment

Contributing to community well-being, we invest in educational initiatives and empowerment programs that enhance the skills and capabilities of local residents.

Environmental Stewardship

Recognizing the interconnectedness of human rights and the environment, we engage in environmentally sustainable practices that benefit both communities and the planet.

Responsive Action

In instances where our operations may inadvertently impact communities negatively, we take prompt and responsible action to address concerns and implement solutions collaboratively. We are dedicated to continuous improvement in our community engagement efforts, ensuring ongoing dialogue, responsiveness, and positive contributions to the well-being of the communities we serve.

VII. Enviromental and Social Impact

Comprehensive Impact Awareness

Endego is committed to understanding and addressing the potential environmental and social impacts associated with our operations. We actively engage with stakeholders to gather diverse perspectives, ensuring a comprehensive understanding of potential impacts and promoting transparency.

Responsible Operations



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We integrate responsible business practices that consider environmental and social factors, aiming to minimize negative impacts and contribute positively to the well-being of communities.

Proactive Risk Management

Identified risks to human rights, the environment, and communities are proactively managed, with a focus on preventing adverse effects and promoting sustainable practices.

Land rights and forced evictions

Endego conducts its business activities while respecting the right of local communities to decent living conditions, education, employment, social activities and the right to free, prior and informed consent (FPIC) to changes that affect them and the lands on which they live, with particular attention to the presence of vulnerable groups.

Private or public security forces

Endego does not commission or use private or public security forces to protect a business project if, due to lack of training or control by the company, the deployment of security forces may lead to human rights abuses.

Conclusion and Acknowledgment

Endego reaffirms its unwavering commitment to upholding human rights across all facets of its operations. We acknowledge that the realization of this commitment requires the collective effort of every member of the Endego family, our partners, and stakeholders.

As we navigate the dynamic landscape of business and human rights, we emphasize the importance of continuous collaboration and shared responsibility.

We express our enduring commitment to championing human rights as an integral part of our corporate identity, shaping a future where ethical business practices thrive.

ENDS



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