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HUMAN RESOURCES POLICY STATEMENT

This **Policy Statement** designed to articulate position of Viseven Europe OÜ, its subsidiaries and/or affiliates (“**Viseven**”) on human rights, equal opportunities, respectful treatment and safe working environment in Viseven`s business activity.

By means of this **Policy Statement** Viseven states and commits to the following **HR Guiding Principles** and commitments:

- Viseven bears responsibility to respect fundamental human rights as outlined in the [Universal Declaration of Human Rights](#), to prevent and mitigate adverse human rights impacts;
- Viseven intends to secure and foster five ILO core commitments stated in [ILO Declaration on Fundamental Principles and Rights at Work](#) in all its operations. If any process is not effective and/or jeopardizes these fundamental principles such process should be reconsidered and amended to fully comply with the principles;
- Viseven applies Equal opportunities and Fair treatment principles to all candidates and staff members irrespective of gender, origin, beliefs, race or other protected characteristics. We ensure everyone is treated with dignity and respect, and is evaluated solely on their abilities and merits;
- All forms of discrimination, exclusion, stereotypes or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment are by default inconsistent with Viseven`s corporate values and established approach to HR management;
- Viseven rejects any use of child labor, forced or compulsory labor, any modern forms of slavery and human trafficking in all our operations as well as in operations of our clients, business partners and supply chain;
- Viseven adheres to zero tolerance within all operations to all forms of abuse, violence and harassment, including gender-based violence and harassment.

Our goal is to make sure that no breach of fundamental human rights is demonstrated towards any person, regardless of the management level and engagement type.

We expect sharing the same values and unwavering adherence to this Statement from our staff, business partners, and suppliers.

Viseven Europe OÜ

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Natalia Andriichuk,

Chief Executive Officer