



# SUSTAINABLE DEVELOPMENT CHARTER

## HAPPY END CZ, a.s.

### A) WORKING CONDITIONS

HAPPY END shall ensure, inter alia, compliance with the following:

- rejection of all forms of illegal, forced or compulsory labour,
- rejection of child labour. HAPPY END must not employ persons who have not reached the minimum age for work, and shall never promote use of child labour, except as a part of an official government-approved youth education programme,
- rejection of any discrimination in respect of employment and occupation,
- compliance with applicable laws and regulations governing the maximum working time and the minimum periods of rest,
- compliance with the applicable laws and regulations governing the minimum wage,
- and compliance with the applicable laws and regulations relating to employment termination.

### B) WORKING CONDITIONS

#### Commitment for ethical behaviour

HAPPY END is committed to carry out business at the highest level of ethical conduct. HAPPY END's Code of Ethics clearly declares its attitude to that issue. The ethical principles and compliance with the applicable regulations are the basis for business cooperation between HAPPY END and its customers, contractors and contractual partners.

#### Personal data protection

All contractors undertake to collect and process all personal data in accordance with HAPPY END's principles and the up-to-date data protection laws and regulations applicable to data processing in the specific jurisdiction where the services are rendered.

### C) ENVIRONMENT

HAPPY END shall implement and/or perform initiatives that contribute to environmental protection and mitigation of environmental impacts. HAPPY END shall limit the amount of waste materials produced by its operations, and shall ensure their disposal in an environmentally friendly manner. HAPPY END shall avoid using of hazardous substances. If there is no other alternative for hazardous substances, HAPPY END shall ensure safe handling of such substances as well as their safe disposal. HAPPY END supports the development of environmentally friendly technologies as well as energy saving and recycling solutions, and implements logistics solutions to minimize environmental impacts (particularly with regard to storage, transshipment and transport).



## **D) OCCUPATIONAL HEALTH AND SAFETY**

HAPPY END shall ensure that its operations are safe for the health of employees, contractors and users of its products. HAPPY END takes a proactive approach to the issues of health and safety at the workplace. HAPPY END identifies and assesses the risks associated with its activities, and either removes or eliminates them. HAPPY END complies with the obligations of record-keeping of health monitoring and exposure limits when using substances that are carcinogenic, mutagenic or toxic to reproduction (CMR) and asbestos or asbestos-containing materials. HAPPY END does not supply any products/mixtures/chemicals not meeting the requirements for handling hazardous substances. HAPPY END actively works to continuously improve the occupational health and safety of all of its employees and employees of its customers.

## **IMPLEMENTATION AND CONTINUOUS IMPROVEMENT**

The Sustainable Development Charter forms an integral part of the documents relating to the contractual relationships concluded between HAPPY END and its employees, contractors or contractual partners. HAPPY END requires from its employees, contractors and contractual partners accepting the principles specified in this document, and to apply them in order to implement a similar approach consisting in continuous improvement and compliance with the applicable regulations.