

# ROSI Technology GmbH

## SOCIAL POLICY

### Principles Regarding Social Rights and Business Relationships at ROSI Technology

ROSI Technology GmbH outlines below the fundamental social rights and principles to which it is committed. These serve as the foundation for the company's policy understanding. The social rights and principles mentioned in this agreement are primarily aligned with the conventions of the International Labour Organization. ROSI respects the rights of its employees and commits to treating them with respect and fairness.

Collaboration between the company's management and employees occurs within the framework of cooperative conflict resolution and social commitment, considering sustainable economic and technological competitiveness. This is especially emphasized in the context of a prominent social commitment to securing and developing employment.

### Goals and Principles:

#### 1. Respect for Human Rights

ROSI upholds internationally recognized human rights, aligning its actions with the guiding principles of the United Nations for Business and Human Rights and the core labor standards of the International Labour Organization (ILO).

#### 2. Non-Discrimination

ROSI values the diversity of its employees, ensuring equal treatment and prohibiting discrimination based on:

- Gender, ethnic origin, and nationality
- Religion and worldview
- Sexual identity and orientation
- Physical and/or mental disabilities
- Age
- Social background
- Political, social, or religious activities, unless such behavior goes against democratic principles and tolerance towards differing opinions. politische, soziale oder religiöse

The personnel selection process at ROSI predominantly considers the qualifications and abilities of potential employees. Employees are promoted based on these criteria during their tenure at ROSI.

Any employee feeling discriminated against can lodge a complaint with their immediate supervisor, and the provisions of labor constitution laws regarding the general right to complain remain unaffected.

The complaint does not result in any disadvantage for the affected employee, and anonymous complaints are generally not considered.

### **3. No Slavery, Forced, or Compulsory Labor**

ROSI rejects all forms of slavery, forced, or compulsory labor and upholds the principle of freely chosen employment.

### **4. No Child Labor**

Child labor is prohibited and disapproved by ROSI. The minimum age for employment is observed according to state regulations.

### **5. Compensation and Working Hours**

ROSI ensures its employees are entitled to fair compensation. The salary and social benefits at ROSI meet or exceed legal standards.

In the absence of legal regulations, remuneration is based on industry-specific, local standards that provide employees with a reasonable standard of living.

Working hours comply with at least the legal requirements of the respective economic sectors.

## **Implementation and Application**

### **1. Publicity**

ROSI employees will be informed about this agreement.

### **2. Collaboration based on Principles**

ROSI views it positively if these goals and principles are also embedded in the corporate policies of its business partners. This can significantly support the development of a positive business relationship.

### 3. Rights of Third Parties

No claims can be derived from this statement by third parties.

### 4. Effective Date

This statement takes effect upon signing and is not retroactive.

#### Contact Person:

or questions regarding sustainability and the code of conduct, feel free to contact our management at any time.

Stuttgart, 26th January 2024



Dr.-Ing. Michael Grimm