



Social & Labor Policy

We at NMC aim to provide people with comfort and protection for a better life by acting as a leading growth-oriented international company specialized in foam solutions.

We commit to focus on people, their competences, their safety and their well-being at work and to provide everyone the opportunity to contribute every day and to reach their full potential. This is fundamental for the long-term success of the company.

We believe that healthy professional relationships based on mutual respect are key to a successful collaboration and business. We offer equal professional opportunities regardless of gender, religion, sexual orientation, and cultural background. We recognise the benefits and the added value brought by a diverse and multicultural workforce. As a company, we furthermore offer safe and stable employment and have a zero-tolerance policy regarding abuse, discrimination, and harassment.

We apply the following principles:

- **Human Rights:** We respect all human rights and follow the International Bill of Human Rights and the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work. We do not tolerate forced labour, discrimination or child labour within NMC or among our suppliers and business partners.
- **Compliance with Labour Laws:** We adhere to all applicable labour laws, including regulations on working hours, equal treatment, and equal remuneration, regardless of gender, religion, sexual orientation, or cultural background.
- **Protection of Young Workers:** The protection of young workers (Students, trainees) is of utmost importance. Legal regulations regarding working hours, night shifts, and job assignments must always be adhered to. Young employees should be safeguarded from working conditions that could negatively affect their health, development, or safety. Their school attendance must not be compromised by work.
- **Ethical Hiring Practices:** New employees must be hired and employed in accordance with applicable laws. Any unethical recruitment practices, such as misrepresenting the job, charging application fees, or withholding/destroying identification documents, are strictly prohibited.
- **Career Development and Opportunities:** We value the know-how, expertise, and skills of our colleagues and ensure conditions that allow them to advance their careers and explore new opportunities within the company. We support our employees in their professional growth and career progression.
- **Training and Development:** We provide access to training and development programs to enhance the skills and learning of our employees, supporting their professional growth and competence development.
- **Communication and Participation:** We encourage open communication between management and employees and involve employees in decision-making processes that affect their work.
- **Monitoring and Reporting:** We regularly review compliance with policies and implement measures for continuous improvement of working conditions.
- **Working Conditions:** We provide safe and healthy working conditions, promote a job satisfaction and a work environment free from discrimination and harassment.
- **Harassment** We have a zero-tolerance policy for any form of harassment, including mental or physical coercion or abuse, inhumane treatment, sexual harassment, and any physical punishment of our employees.



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- **Compensation and Benefits:** We are aware of our social responsibility regarding our employees and are committed to rates of pay and social benefits that are competitive and which comply with local laws, including laws on minimum wages, calculation of overtime hours and statutory social benefits. We offer fair and transparent wage structures and provide access to benefits such as health insurance, pension plans and paid holidays. We ensure that working hours, including overtime, comply with local laws regulating working hours.
- **Equal Opportunity:** We promote equality and diversity in the workplace and support disadvantaged groups to ensure an inclusive environment. We also commit to enabling workforce with disabilities to find a trustworthy and secure work environment.
- **Transparency:** We maintain transparency, accessibility, and traceability of employment conditions and related documents to ensure clarity and trust.
- **Freedom of Association:** We support the right of employees to freely join or not join any legally formed representation body and are committed to collaborating with them in a trustful and collaborative manner.
- **Rights of minorities and indigenous People:** We respect all minorities and indigenous populations and follow the International Bill of Human Rights. We include their rights in our reflection when our decisions could impact them, directly or indirectly. We also promote language training for people in need for better inclusion.
- **Rights to Land, forests & Water and Forced Eviction:** As a company committed to sustainability, we assess and manage the consumption of natural resources such as wood and water, as well as the risks of soil contamination. We oppose any form of forced eviction related to our activities or those of our partners.
- **Use of Private or Public Security Forces:** If we employ our own security staff to protect our operations, they are bound to respect human rights and our Code of Conduct. If we commission private or public security service providers, appropriate guidelines and measures must be in place to ensure that they respect internationally recognized human rights.

We are committed to complying with all binding obligations and internal guidelines. All related processes and procedures in implementing this commitment are subject to regular internal audits and self-assessments. The results of these reviews are communicated to our employees either by means of internal communication or upon request to the HR department.

Our managers, in particular, are responsible for ensuring that legal requirements and company principles are observed within their areas of responsibility. We expect all employees to comply with the law.

We expect our customers, suppliers, and subcontractors to adopt the above or equivalent principles, and we demand reassurance that they will act appropriately, which is reflected in our purchasing policy.

The management is convinced that cooperation and collaboration of all are essential values to make NMC a great place to work where each person can evolve in complete confidence, trust and within a safe environment.