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Labour Rights Policy



POLICY STATEMENT

Accon is committed to upholding and promoting labor rights as defined by international standards and conventions. We recognize that respecting and protecting the rights of workers is essential for creating a fair and sustainable work environment.

This Labor Rights Policy outlines our commitments and expectations related to key areas of labor rights, including freedom of association and collective bargaining, forced labor, child labor, non-discrimination in employment and occupation, safe and healthy working conditions, fair working conditions, and living wages.

FREEDOM OF ASSOCIATION

Accon recognizes and respects the rights of workers to freedom of association, including the right to join or form trade unions of their choice. We support the effective recognition of collective bargaining, enabling workers to negotiate terms and conditions of employment in a fair and transparent manner.

FORCED LABOR

Accon strictly prohibits the use of forced labor in any form, including bonded labor, involuntary servitude, and human trafficking. We ensure that all employment is voluntary, and workers are free to terminate their employment with reasonable notice.

CHILD LABOR

Accon does not use child labor and will not tolerate working conditions or treatment that conflicts with international laws and practices.

NON-DISCRIMINATION

Accon promotes a work environment that is free from discrimination. We provide equal employment opportunities and treat all individuals fairly and without bias, regardless of their race, color, gender, religion, age, national origin, disability, or any other protected characteristic. Decisions related to recruitment, hiring, promotion, training, and other employment practices are based on merit, qualifications, and job requirements.

Accon Group has zero tolerance for any form of harassment. We are committed to providing a safe, respectful, and inclusive workplace where all employees are treated with dignity. Any reported case of harassment will be taken seriously, investigated promptly, and addressed in line with our Code of Conduct and company policies.

SAFE AND HEALTHY WORKING ENVIRONMENT

Accon is committed to providing a safe and healthy working environment for all employees. We comply with applicable occupational health and safety laws and regulations, implementing measures to prevent accidents, incidents, and occupational illnesses.

We regularly assess and mitigate workplace hazards, provide appropriate safety training, and ensure the availability of necessary safety equipment and resources.

In addition to physical safety, Accon prioritizes psychosocial well-being by preventing stress, harassment, and other factors that can negatively impact mental health. We promote a supportive work environment where all employees can thrive.

FAIR WORKING CONDITIONS

Accon is dedicated to providing fair working conditions to all employees. This includes ensuring competitive wages, reasonable working hours, and adherence to applicable labor laws regarding overtime, breaks, and rest periods.

We strive to create a supportive work environment that promotes work-life balance and employee well-being. Accon Group respects employees' right to disconnect outside of working hours. We do not expect employees to be constantly available, and we actively support a healthy separation between work and private life.

LIVING WAGE COMMITMENT

In 2024, Accon Group conducted its first comprehensive analysis of living wages across all subsidiaries in five different countries. This work was carried out in collaboration with an external third-party payroll provider. The assessment revealed challenges in identifying consistent public data sources, as well as differences in terminology and methodology between countries.

Nevertheless, all Accon employees are paid at levels that meet or exceed the applicable living wage and are above the minimum wage required by local authorities in their region. Accon Group continues to work closely with its payroll partners to identify more reliable and transparent data sources to ensure compliance with our commitment.

SOCIAL DIALOGUE

Accon Group fosters an open and structured social dialogue with employees and their representatives. Our goal is to ensure that 100% of our production sites hold at least four structured meetings each year with employee representatives or safety committees. We monitor the frequency of these meetings and participation rates, which are reported as part of our Group HR Key Performance Indicators (KPIs).

Furthermore, we make it a priority that all employees are informed and consulted about significant changes that may affect their working conditions. This is done through established communication channels, union representatives, and local employee forums. Feedback and outcomes from these meetings are documented and addressed in management reviews. This process is also monitored as part of the Group HR KPIs. Any serious issues are escalated to the Group level and handled centrally to ensure consistent responses and continuous improvement.

SUPPLY CHAIN AND BUSINESS PARTNERS

We require our suppliers and business partners to respect the same labor rights principles that Accon upholds, including fair working hours, work-life balance, and safe psychosocial conditions. Compliance is monitored through supplier declarations, audits, and our Supplier Code of Conduct.

Continuous Improvement

Accon Group is committed to continuous improvement in the area of labor and human rights. We regularly review our practices in line with international standards, EcoVadis requirements, and stakeholder expectations, ensuring that all employees enjoy decent and sustainable livelihoods.

MONITORING, IMPLEMENTATION AND COMPLIANCE

Accon Group ensures that the commitments set out in this Labor Rights Policy are effectively implemented, monitored, and continuously improved. The CAO hold overall responsibility for monitoring, reviewing, and ensuring compliance.

To achieve this, Accon will:

- Conduct annual reviews of labor rights practices, supported by signed declarations from payroll providers and Group HR documentation.
- Maintain effective reporting channels, including the Whistleblower Policy, to allow concerns to be raised confidentially and without risk of retaliation.
- Carry out regular audits and inspections of our operations and supply chain to identify risks and take corrective actions.
- Ensure all suppliers and business partners comply with Accon's Supplier Code of Conduct and labor rights standards.
- Engage in structured social dialogue with employees and their representatives to monitor conditions and improve continuously.

All documentation and review results are filed as part of Accon Group's HR and ESG records, ensuring transparency and accountability. This integrated approach ensures that labor rights are embedded in daily operations and aligned with international standards and EcoVadis requirements.