

Forced or Involuntary Labor- InCrys and InCrys suppliers will not use any type of forced or involuntary labour; employment is voluntary and in accordance with the Romanian law. Working conditions and wages are freely negotiated and all labor contracts signed by free consent of the employee.

Child labor – InCrys and InCrys suppliers will not use child labor. The term "child" refers to any employed person below 14 years old.

Wages and benefits – InCrys and InCrys suppliers shall comply, as a minimum mandatory requirement, with the current legislation and regulations regarding wages and working hours, such as minimum wages, overtime hours, payment agreement and other means of compensation, and provide legally mandated benefits.

Working hours – InCrys and InCrys suppliers will not exceed prevailing local work hours and will appropriately compensate overtime. Employees will not be required to work more than 48 hours per week, including overtime, provided that the average working hours calculated over a reference period of 4 months shall not exceed 48 hours per week. Employees are entitled to have at least one day off per seven days a week.

Non-discrimination – InCrys and InCrys suppliers will use hiring procedures that do not discriminate on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity – InCrys and InCrys suppliers will treat all their employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

Freedom of Association - InCrys and InCrys suppliers shall respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions.

Labor health and safety- InCrys and InCrys suppliers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations. InCrys always focuses on providing and maintaining a safe working environment for all its employees. All legal requirements regarding health and safety at work are met.

Protection of the Environment - InCrys and InCrys suppliers will operate in a manner that is protective of the environment.

Legal Requirements - InCrys and InCrys suppliers will comply with all applicable laws and regulations in all locations where the activity is conducted.

Ethical Aspects- InCrys and InCrys suppliers operate in accordance with the highest ethical standards. They will strictly comply with all laws and regulations on bribery, corruption and prohibited business practices.

Communications - InCrys and InCrys suppliers must make Conduct Principles and other relevant information available to employees in the native language of the employees and supervisors.

Monitoring / Record Keeping - Supplier must insure the necessary documentation to demonstrate compliance with Supplier's Conduct Principles.