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1.0 PURPOSE

The purpose of this Declaration on the Protection of Human and Labour Rights (the "**Declaration**") is to set up in relation to the Code of Conduct of Doosan Škoda Power a.s. ("**Doosan**") the principles, rules and procedures for the protection of the human and labour rights of the Doosan employees, customers, suppliers and other stakeholders as they are defined in the Declaration.

The Declaration also describes the human and labour rights management system, including the role of the ESG Committee and the Ombudsman in ensuring their protection.

The Declaration serves as a basic document for the prevention, resolution, and redress of possible violations of human and labour rights.

2.0 INTRODUCTION

2.1 As a member of the Doosan Enerbility Group, Doosan follows the 10 principles of the UN Global Compact on human rights, labour, the environment, and anti-corruption.

2.2 Doosan undertakes to respect and support the protection of the internationally recognized human rights, as they are defined in particular in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. Doosan strives to comply with employees' labour rights arising from International Labour Organization conventions and applicable labour laws.

2.3 Respect to the human and labour rights is one of the Doosan's key values. Therefore, Doosan strives for an effective management system in the area of human and labour rights to prevent violations thereof and to take effective corrective measures if violations are found, both within Doosan's business and in its supply chain.

2.4 Doosan advocates the principle that human and labour rights must be guaranteed regardless of origin, nationality, religion, gender, race, or other characteristics of individuals.

3.0 Basic Principles

Doosan, the members of all its bodies and its employees act consistently in accordance with this Declaration (including adherence to the following basic principles) and in accordance with the Diversity and Inclusion Policy.

3.1 Dignity and

We respect the human and labour rights of our employees and treat them with dignity and respect, as these concepts are understood by the international community.

3.2 Legal Work

All employees have a valid employment relationship, work and residence permits, and their rights are protected in accordance with local laws.

3.3 Ban on Discrimination

When hiring employees and in the course of labour relations (concerning, for instance, wages, bonuses, promotion and access to training), we ensure that there is no discrimination or harassment based on gender, sexual orientation, racial or ethnic origin, nationality, citizenship, social origin, gender, language, health status, age, religion or belief, property, marital and family status and relationship or obligations to the family, political or other opinion, membership and activity in political parties or political movements, trade unions or employers' organizations.

3.4 Humane Treatment

At Doosan, any harsh or inhumane treatment is prohibited, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion, bullying (including cyberbullying), mobbing, bossing, staffing, public humiliation, or verbal abuse of employees; threats of such treatment are also prohibited ("Prohibited Conduct").

Bullying, cyberbullying, mobbing, bossing, and staffing are terms used to describe various forms of psychological abuse in the workplace. Bullying generally involves repeated humiliation or restriction of an individual by another individual or group. Cyberbullying is a specific type of bullying that takes place through online communication. Mobbing is bullying by colleagues, bossing is bullying by a superior, and staffing is bullying by subordinates.

Prohibited Conduct will be considered by Doosan as a breach of the employee's work-related obligations (i.e., a breach of work discipline) and, depending on its severity, may result in a reduction or withdrawal of discretionary components of the employee's salary, an obligation to compensate for damages, or grounds for termination of the employment relationship by the employer. The most serious forms of Prohibited Conduct may be deemed criminal offenses.

3.5 Child and Youth Labour

Child labour must not be used at any stage of production. The term "child" is assessed according to local laws. A child is a person under the age of 15 or a person who does not meet the minimum age or conditions related to the completion of compulsory schooling required for employment under local laws. Persons under the age of 18 may only perform work that is appropriate to their physical and mental development and that is not prohibited by local laws for such persons. We provide the necessary guidance and increased care for young employees and adult employees who are students in accordance with local laws.

3.6 Working Hours and Period of Rest

The maximum length of a work shift, the length of uninterrupted daily rest, the maximum length of weekly working hours, the length of uninterrupted weekly rest for each employee, and the length of paid leave must comply with local laws and the applicable collective agreement.

3.7 Wages and Bonuses

Wages, bonuses, and allowances paid to employees must comply with local laws (including wage regulations concerning minimum wages and the provision of wage supplements) and the applicable collective agreement. Deductions from the entitlement portion of wages as a disciplinary measure are not permitted. For every pay period, employees must be provided with a pay slip in a timely manner that contains sufficient information to verify the accuracy of the amount of remuneration for work performed. We guarantee equal conditions for negotiating and providing wages and remuneration for work in accordance with the applicable legal regulations. We are committed to ensuring fair remuneration for all employees so that everyone receives appropriate remuneration for their efforts and contributions. We ensure that our remuneration policy respects the principles of equality and non-discrimination.

3.8 Freely Chosen Occupation

All work must be voluntary. There must be no unreasonable restrictions on employees' freedom to enter or leave Doosan-secured premises. We must not withhold, destroy, conceal, or confiscate identity or immigration documents such as government-issued ID cards, passports, or work permits. We may only retain such documents if required by local law. In such cases, employees must not be denied access to their documents under any circumstances. We must not require employees to pay any fees for recruitment or job placement. We oppose all forms of slave labour and human trafficking. We do not work with business partners who use slave labour or engage in human trafficking.

3.9 Freedom of Association

We respect the right of all employees to form and join unions, freely choose their representatives, and bargain collectively, which includes the ability to negotiate terms and conditions of employment, including wages, working hours, social benefits, and occupational health and safety. Employees and/or their representatives have the opportunity to openly communicate and share their opinions and questions regarding working conditions and management practices with Doosan management without fear of discrimination, reprisals, intimidation, or harassment. We do not disadvantage employees for exercising these rights.

3.10 Occupational Health and Safety

We ensure safe and healthy working conditions in accordance with local laws. We identify all related risk factors and take appropriate preventive measures. If risk factors cannot be eliminated, we take measures to limit their impact, including safe organizational and work procedures, collective protection, personal protective equipment, training, and information materials for employees. We take special safety and health measures for pregnant, young, or disabled employees. We do not allow employees to perform work for which they are not medically fit.

3.11 The Environment

We recognize that everyone has the right to a favourable environment. In our business activities, we strive to improve environmental safety and comply with environmental regulations. We follow the principle of preventive approach and establish procedures to minimize the environmental impact of Doosan's activities and to respond to environmental accidents and natural disasters.

3.12 Protection of Human Rights of Local People

In all the countries where Doosan operates, we respect the rights of local residents to life and their freedom of residence and movement, their right to personal safety, and their property rights.

3.13 Protection of Human Rights of Customers

When designing, manufacturing, and labelling products, we take preventive measures stipulated by law to prevent damage to the life, health, and property of customers as a result of possible product defects. Doosan informs its customers of any identified hazards and takes the necessary steps to eliminate or minimize them.

Doosan respects the privacy of its customers and, therefore, takes the necessary steps to ensure the protection of their personal data.

3.14 Protection of Persons Reporting Criminal or Other Unethical Conduct

Doosan strives for an open atmosphere of trust, which allows dealing with issues and conflicts, providing and receiving feedback. In accordance with Directive (EU) 2019/1937 of the European Parliament and of the Council on the protection of persons who report breaches of Union law, as amended, and with Act No. 171/2023 Sb., on the protection of whistleblowers, as amended (the "Act"), we offer the possibility to report serious negative phenomena defined by the Act through a reporting system. Specific information about this system, including contact details, is available, among other places, on [Doosan website](#). The reporting system according to the previous sentence is used to deal with reports concerning serious misconduct as defined in the Act, made by both the current and former employees or job applicants at Doosan, agency employees temporarily assigned to Doosan, or persons performing volunteer work, professional practice or internship in Doosan (hereinafter collectively as "Whistleblower").

Reports made by other persons (such as Doosan's business partners and their employees), anonymous reports, or reports concerning negative phenomena not specified in the Act are not considered reports within the meaning of the Act; however, even such reports, made in the manner specified on the above-mentioned Doosan website or in the manner specified in Article 7.0 of this Declaration, will be investigated objectively and the identity of such persons making reports in good faith will be protected outside the scope of the Act.

4.0 MANAGEMENT SYSTEM REGARDING HUMAN AND LABOUR RIGHTS

4.1 Doosan applies human and labour rights management by emphasizing the value of human and labour rights in all of its activities.

4.2 Doosan has established a process for proper management in the area of human and labour rights, strives to promote a corporate culture that respects human and labour rights, and supports its due diligence practices in the area of human and labour rights through the implementation of, among other things, the following elements:

- a) Doosan employees also participate in the creation of human and labour rights policies at Doosan, which are based on the ethical values and principles of the Doosan Group, through their trade-union organization;
- b) Publication of this Declaration binding Doosan to protect the human and labour rights on the Doosan website (www.doosanskodapower.com), Doosan intranet and in the Doosan's electronic database of internal regulations (Easy Archive);
- c) Regular assessment of compliance with human and labour rights based on a drawn-up checklist;
- d) Corrective measures taken to prevent/mitigate potential risks related to human and labour rights and corrective measures taken against violations thereof;
- e) A system for anonymous reporting of human and labour rights violations and for dealing with reports of human and labour rights violations pursuant to Article 7.0 of this Declaration.

5.0 ESG COMMITTEE

Doosan has established an ESG Committee (hereinafter the "**Committee**") to be responsible at the highest level for the implementation and execution of Doosan's human and labour rights protection

policy. The Committee's responsibilities in the areas regulated by this Declaration and other ESG policies are set out in document ESG Framework Policy.

6.0 DOOSAN'S OMBUDSMAN FOR HUMAN AND LABOUR RIGHTS

6.1 The Ombudsman's activities are an integral part of and one of the safeguards for ensuring the protection of human and labour rights at Doosan. The role of Ombudsman is performed by the chair of the Doosan Supervisory Board. If there is a change in the chair of the Doosan Supervisory Board, this automatically results in a change in the Ombudsman.

6.2 The Ombudsman's mission is to:

- a) protect human and labour rights at Doosan by ensuring, within the scope of his/her authority, that Doosan complies with laws and international standards in the area of human and labour rights, including the prohibition of discrimination, respect for human dignity and freedoms, this Declaration, and the Diversity and Inclusion Policy contained in Annex No. 1 – Diversity and Inclusion Policy;
- b) provide independent and impartial assessment of reports on violation of rights per Article 7.0 of this Declaration;
- c) draw attention to potential risk areas and submit proposals for improving policies and procedures in the area of human and labour rights;
- d) provide advice and support to Doosan employees and management in the area of human and labour rights;
- e) help build the culture of respect and tolerance in Doosan;
- f) provide education on human rights and Doosan's responsibilities in the area of human and labour rights;
- g) inform the Committee about his/her activities and collaborate with it closely.

6.3 The Ombudsman's activities strengthen the trust of employees and other stakeholders in Doosan, reduce the risk of litigation and negative media reactions, raise awareness of human and labour rights among Doosan employees and business partners, and bring innovations to Doosan's social responsibility efforts.

6.4 The Ombudsman's activities are governed by the following principles:

- a) Independence: The Ombudsman is independent of management in his activities and has access to the necessary data for the objective investigation of any complaints and reports.
- b) Expertise: The Ombudsman has expertise in the area of human and labour rights.
- c) Availability: The Ombudsman is available to all employees and stakeholders.
- d) Confidentiality and impartiality: The dealing with specific reports of human and labour rights violations is confidential and impartial.
- e) Prevention: The Ombudsman helps develop policies and procedures that prevent violations of human and labour rights.

7.0 FILING AND DEALING WITH REPORTS ON VIOLATION OF RIGHTS

7.1 Current and former employees or job applicants at Doosan, agency employees temporarily assigned to Doosan, or persons performing volunteer work, professional practice, or internships at Doosan (hereinafter, "**Whistleblowers**") may contact the Ombudsman with reports of suspected human or labour rights violations (hereinafter, "**Complaints**"). Complaints from other persons including Doosan customers and suppliers and their employees in relation to human rights will be handled by the Legal & Business Integrity Department.

7.2 Complaints can be filed in writing at the Doosan registered office: Doosan Škoda Power a. s., FAO: the Ombudsman, Tylova 1/57, 301 00 Plzeň, or via e-mail at: ombudsman.power@doosan.com.

7.3 The Ombudsman will inform the Complainant without undue delay of the receipt of the Complaint. If the Complainant chooses to remain anonymous, Doosan will take all reasonable measures to protect their anonymity. Any form of retaliation against persons who report violations or threats to rights in good faith is strictly prohibited.

7.4 All Doosan employees are required to provide the Ombudsman with the necessary cooperation and information required to investigate the validity and legitimacy of the Complaint without undue delay.

7.5 The Ombudsman usually handles complaints within 30 days. In legally or factually complex cases, this period may be extended repeatedly, which also applies in cases where it is temporarily impossible to verify the necessary facts.

7.6 The Ombudsman will inform the Complainant and the director of the Doosan department to which the Complaint relates of the outcome of the Complaint. If necessary or appropriate, the Ombudsman will propose and discuss corrective or preventive measures (hereinafter referred to as "Measures") with representatives of the Doosan department to which the Ombudsman's findings relate. This department is obliged to inform the Ombudsman without undue delay of the implementation of the Measures or to justify their non-implementation.

7.7 The Ombudsman draws up an annual report on his activities and submits it to the Committee.

7.8 Filing a Complaint is only admissible after the Whistleblower has used previously the right to contact with their questions and complaints directly their managers or the trade-union organization in accordance with the Working Order and the applicable legislation.

7.9 If the Complaint draws attention to conduct that constitutes a criminal offense, an offense with a maximum fine of at least CZK 100,000, or conduct that violates the Act or other legal regulation or European Union regulation in areas specified by the Act, the Complaint will be handled in accordance with the Act and Doosan document Whistleblowing.

8. SUPPLIER CHAIN

8.1 Doosan expects its customers and suppliers to adhere to the principles of human and labour rights protection enshrined in this Declaration.

8.2 Doosan follows the ESG risk management principles and guidelines in its supply chain and supports the efforts of all its business partners to respect the human and labour rights, ensure occupational health and safety, protect the environment, and effectively prevent corruption. Doosan does not work with those suppliers who are unwilling to take corrective measures concerning deficiencies identified in these areas.

9. SOUVISEJÍCÍ DOKUMENTY

Pracovní řád

Rámcová politika ESG.

[Whistleblowing – oznamovací systém](#)

[Code of Conduct](#)