



8.1 EcoCocon Human Rights Policy

Version: 1.0

Effective Date: 16.03.2026

Executive Sponsor: Bjørn Kierulf, CEO

1. Purpose and Philosophy

EcoCocon is a purpose-driven company dedicated to a climate-neutral and healthy future. We believe that a sustainable environment is inseparable from the protection of human dignity. This policy outlines our commitment to ensuring that everyone touched by our business—from the farmers harvesting our straw to the teams in our manufacturing facilities—is treated with fairness, equality, and respect. EcoCocon commits to conducting human rights due diligence to identify, prevent, mitigate, and account for adverse human rights impacts in our operations and supply chain.

2. International Standards & Legal Compliance

EcoCocon commits to respecting all internationally recognized human rights standards. Our operations and expectations for business partners are grounded in:

- ❖ The UN Guiding Principles on Business and Human Rights (UNGPs)
- ❖ The International Labour Organization (ILO) Core Conventions, including those on forced labour, child labour, non-discrimination, and freedom of association.
- ❖ The OECD Guidelines for Multinational Enterprises
- ❖ Municipal Laws: We strictly adhere to the labor laws of the countries where we operate, including the Slovak Republic

3. Scope

This policy applies to all EcoCocon entities, including:

- ❖ Internal Operations: All employees and contractors.
- ❖ Manufacturing Facilities: All final manufacturing stage facilities (Voderady and any future sites).
- ❖ Tier 1 Suppliers: All direct providers of materials (straw, timber, plywood, screws & fasteners) and essential services.

4. Core Pillars of Commitment

4.1 Fair Labor Practices

We ensure decent work through:

- ❖ Fair Compensation: Providing wages that meet or exceed legal minimums and aim to support a high standard of living.
- ❖ Reasonable Hours: Adhering to legal limits on working hours and ensuring all employees have adequate rest periods and paid leave.
- ❖ No Forced or Child Labor: Prohibiting all forms of modern slavery and child labor within our operations and our supply chain.

4.2 Safe & Healthy Working Conditions

The safety of our team is our top priority. We commit to:

- ❖ Providing a safe workplace where risks are actively identified and mitigated; supplying necessary protective equipment; and delivering continuous safety training.
- ❖ Upholding the highest occupational health and safety standards.
- ❖ Promoting healthy indoor environments for our employees through the use of non-toxic materials with low VOC levels.

4.3 Diversity, Equity and Inclusion (DEI)

EcoCocon is an equal opportunity employer. We foster a culture where:

- ❖ Zero Tolerance for Discrimination: Discrimination based on race, gender, religion, age, disability, or identity is strictly prohibited.
- ❖ Respectful Workplace: We do not tolerate harassment, bullying, or unfair treatment of any kind.
- ❖ Equity: We actively promote equal opportunities in hiring, professional development, and promotion.

5. Grievance & Redress

EcoCocon is committed to providing every employee, contractor, supplier, and external stakeholder with a safe and accessible way to raise concerns about human rights impacts connected to our operations.

A formal process for submitting, investigating, and resolving grievances is set out in our standalone **EcoCocon Grievance Procedure** document, which is available to all employees and upon request to external parties.

EcoCocon guarantees that no individual will face retaliation, dismissal, penalty, or disadvantage of any kind as a result of raising a concern in good faith. This protection applies regardless of whether the concern is ultimately substantiated.

6. Governance & Accountability

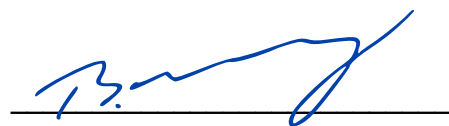
EcoCocon's top management holds final accountability for the implementation of this policy. Day-to-day operational oversight is the responsibility of the HR Manager, who reviews implementation progress and escalates material issues to the CEO.

This policy is formally reviewed annually by the HR Manager and the CEO to ensure it remains aligned with our social responsibility goals, reflects any changes in applicable law or international standards, and incorporates lessons learned from grievance and audit processes.

This policy is supported by and read in conjunction with the **EcoCocon Social Fairness Strategic Roadmap (2026-2028)**, which sets out the concrete actions, timelines, and responsibilities for achieving the commitments made herein.

All C2C Social Fairness documentation — master copies, signed originals, audit reports, CAP records, the Social Performance Log, grievance records, supplier self-assessments, photos of posted notices, and meeting minutes — is stored in the locked HR cabinet labelled "C2C Social Fairness" at the EcoCocon Voderady manufacturing facility. A digital mirror is maintained on the EcoCocon shared Google Drive at Shared drives › TESTS & CERTIFICATIONS › C2C Social Fairness documents. Access is limited to the HR Manager, Production Facility Manager, Certification Officer, and CEO.

In Bratislava, on 16.03. 2026



Bjørn Kierulf, CEO