



//ADASTRA

Corporate Social Responsibility Principles

www.sk.adastragr.com



A large-scale photograph of an offshore oil rig at night, illuminated by its own lights. The rig is situated in the middle of a dark sea. In the background, other smaller vessels and structures are visible under a twilight sky. The image is partially obscured by a large red diagonal overlay on the left side.

ADASTRA is socially responsible company and therefore it complies with the following Corporate Social Responsibility Principles:



Corporate Social Responsibility Principles

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Forced or Involuntary Labor

- ADASTRRA will not use forced or involuntary labor of any type (eg. forced, bonded, indentured or involuntary prison labor); employment is voluntary.

Child Labor

- ADASTRRA will not use child labor. The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship programs, which comply with all laws and regulations applicable to such apprenticeship programs.

Wages and Benefits

- ADASTRRA will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours

- ADASTRRA will not exceed prevailing local work hours and will appropriately compensate overtime. ADASTRRA shall not require ADASTRRA's employees to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum workweek is other, that standard shall apply. ADASTRRA's employees should be allowed at least one day off per seven-day week.

Nondiscrimination

- ADASTRA will not discriminate in hiring and employment practices 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

- ADASTRA will treat all their employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.



Corporate Social Responsibility Principles

Health and Safety

- ADASTRA will provide ADASTRA's employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, ADASTRA must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard of health and safety in any housing that is provided for employees. ADASTRA should strive to implement management systems to meet these requirements

Protection of the Environment

- ADASTRA will operate in a manner that is protective of the environment. At a minimum, ADASTRA must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting. ADASTRA should strive to implement management systems to meet these requirements

Laws, Including Regulations and Other Legal Requirements

- ADASTRA will comply with all applicable laws and regulations in all locations where ADASTRA conducts business.

Ethical Dealings

- ADASTRRA will observe the highest ethical principles in performing all its activities. ADASTRRA will be familiar and will strictly comply with all laws and regulations on bribery, corruption, and prohibited business practices. ADASTRRA and ADASTRRA's subsidiaries and affiliates have not and will not offer, promise or make or agree to make any payments or gifts (of money or anything of value) directly or indirectly to anyone for the purpose of influencing, or inducing anyone to influence decisions.

Communications

- ADASTRRA must make this Corporate Social Responsibility Principles and other relevant information available to employees in the native language of the employees and supervisors.

Monitoring / Record Keeping

- ADASTRA must maintain documentation necessary to demonstrate compliance with this Corporate Social Responsibility Principles and will provide its customers with access to that documentation upon customer's request

ADASTRA's Suppliers and Agents

- ADASTRA will make best efforts to extend these principles to its suppliers and agents engaged in the production of goods and services for ADASTRA.



THANK YOU FOR YOUR ATENTION

infosk@adastragrp.com

(+421) 252 962 388

www.sk.adastragrp.com

Adastra, s.r.o.

Mýtňa 48

811 07 Bratislava

Slovenská republika

