

NTS Retail labor practices and human rights policy

Compliance with relevant laws and respect for human rights are integral components of responsible business behavior at NTS Retail. We aim to prevent, identify and address negative impacts on human rights and look for opportunities to positively promote and support human rights.

We reflect our commitment to human rights in our policies and procedures and are an official signatory of United Nations Global Compact, the world's leading voluntary corporate social responsibility initiative.

NTS Retail supports and values its diverse workforce. We are dedicated to fostering workplaces that are free from discrimination or harassment based on

race, sex, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law. NTS Retail prohibits the use of all forms of forced labor, and any form of human trafficking. We strictly condemn child labor.

NTS Retail respects its employees' right to join or form a labor union and ensures that the wages meet all legal minimum wage requirements. NTS Retail promotes a good work-life balance for its employees and applies workplace and worktime flexibility strategies to accommodate this. As health and safety of our employees are important to us, we encourage our employees to make use of the various training opportunities we offer for free.

This policy statement applies to all Austrian NTS offices and all employees and shall be read in conjunction with NTS Retail's Code of Conduct. We expect from our business partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

The performance against our objectives and targets, and this policy, will be reviewed annually.



Günther Schrammel, Chief Executive Officer
16th October 2018