Declaration of Respect for Human Rights

METRICA is committed to respecting all internationally recognized human rights, particularly those that relate to our business activities. This commitment applies to the entire value chain of the company, regardless of its nature or geographic location, and considers all stakeholders—including staff, clients, business partners, and suppliers.

The company pledges to conduct its activities in strict compliance with legal regulations and in alignment with ethical standards and professional conduct, including the Ten Principles of the United Nations Global Compact and the UN Guiding Principles on Business and Human Rights.

The company is committed to ensuring fair and favorable working conditions, including remuneration based on the principle of fair compensation and the guarantee of the right to rest and leisure.

The company guarantees equal opportunities in hiring and career advancement, without discrimination based on gender, race, religion, origin, marital status, or social background.

To ensure the fulfillment of the commitments outlined in this declaration, METRICA will conduct an annual human rights risk assessment, involving various stakeholders in the process and implementing actions to mitigate identified risks.

Diversity, Equity and Inclusion Policy

PURPOSE AND OBJECTIVE

The Diversity, Equity, and Inclusion Policy outlines METRICA's commitments and action plans to promote a culture of respect for diversity and workplace inclusion as key components of the company's global strategy. The aim of this Policy is to ensure a diverse and inclusive work environment that not only aligns with principles of social justice but also drives business development and contributes to achieving corporate objectives.

Through this Policy, METRICA reaffirms its strong commitment to equal opportunity and non-discrimination, taking a clear stance against any behavior or practice rooted in bias based on personal, family, economic, or social characteristics.

KEY CONCEPTS

The foundational concepts of this Policy are:

- **Diversity**: Refers to the variety of visible and invisible characteristics that make people different, unique, and distinctive.

- **Equity**: Involves efforts to ensure that everyone receives fair treatment and has access to the same opportunities, taking into account their differences and circumstances.

- **Inclusion**: Refers to the active integration and participation of all employees, valuing their individual characteristics so that everyone within the organization feels recognized, valued, respected, and free to be themselves in their work environment.

SCOPE AND RESPONSIBILITIES

This Policy applies to all of the organization's activities, regardless of their nature or location, as well as to all its commercial relationships and stakeholder interactions.

The Policy clarifies the rights and responsibilities that must be upheld by everyone associated with the organization.

To ensure proper implementation, METRICA will monitor compliance and periodically assess adherence to the commitments set forth in this Policy.

CORPORATE COMMITMENTS UNDER THIS POLICY

This Policy reflects METRICA's commitment to complying with applicable laws in the countries in which it operates, as well as with international human rights standards. The following diversity, equity, and inclusion commitments are defined:

1. Embrace and value the richness of diverse knowledge, skills, and experiences of all individuals involved with the organization.

2. Explicitly reject any discrimination based on gender, age, disability, nationality or culture, race, religion, sexual orientation, gender identity or expression, or any other personal, family, economic, or social characteristic.

3. Promote working conditions that prevent workplace, sexual, or gender-based harassment, by implementing specific procedures for prevention and providing channels for complaints or grievances.

4. Foster equal opportunity and equity as core principles in human resources policies, encouraging personal and professional growth for everyone in the company.

5. Provide measures to support work-life balance, enabling all individuals to thrive both professionally and personally.

6. Extend diversity and non-discrimination commitments to all stakeholders, especially suppliers and contractors, by integrating diversity criteria into procurement processes and recognizing efforts by organizations that promote inclusion.

7. Promote inclusive, non-sexist, and non-discriminatory language and communication, avoiding bias based on nationality, ethnicity, skin color, marital status, family responsibilities, religion, age, disability, social status, political opinion, health condition, gender, sex, sexual orientation, gender identity, or expression.

Declaration of Respect for Human Rights and Diversity, Equity and Inclusion Policy

INQUIRIES AND COMMUNICATION

Both the Declaration of Respect for Human Rights and the Diversity, Equity and Inclusion Policy will be published on the company website and shared with all employees and relevant stakeholders, ensuring they are accessible to everyone responsible for applying and respecting these principles.

Any non-compliance or concerns related to the values and principles of either document can and should be reported through the designated communication channels.

EFFECTIVE DATE

The Declaration of Respect for Human Rights and the Diversity, Equity and Inclusion Policy were approved by METRICA's legal representative, Ewa Chaberska, on December 16, 2024.

