



HUMAN RIGHTS POLICY



Our commitment

At Device Europe, we recognize the respect for human rights as one of our core objectives and commitments — an integral part of our responsible approach to conducting business.

We are committed to complying with Polish and international law — including the UN Universal Declaration of Human Rights and the 10 Principles of the UN Global Compact — as well as applying internal practices and procedures that strengthen the protection of human rights.

Our principles

Prohibition of forced labor, child labor, and human trafficking

We reject all forms of forced labor, child labor, human trafficking, and modern slavery.
We comply with all applicable national and international laws in this area.

Prohibition of discrimination and violation of labor rights

We promote a culture of equality, tolerance, and respect. We do not accept any form of discrimination based on:

- origin,
- gender,
- race,
- skin,
- color,
- age,
- sexual,
- orientation,
- family,
- status,
- nationality or ethnic background,
- immigration status,
- religion,
- political beliefs,
- disability or health condition, including HIV/AIDS,
- union membership or trade union activity,
- caste or socio-economic status.

We ensure a workplace free from bullying, harassment, discrimination, and any form of violence. We take care of the health and safety of our employees.

Gender equality and women's rights

We take into account the interests, needs, and priorities of both women and men. We monitor the representation of women in decision making roles and ensure that everyone has equal opportunities for growth and career development.

Fair compensation

We promote fair remuneration, adequate to qualifications, experience, and responsibilities. We comply with labor law, international acts, and internal regulations.

Work environment

We create a work environment that is fair, diverse, and inclusive. We support employee well being and promote work life balance.

Freedom of association

We respect the freedom of association and create conditions for the free operation of trade unions and other employee organizations — in accordance with applicable law.

Right to privacy

We protect the privacy of our employees, clients, and business partners. We manage personal data responsibly and in compliance with the GDPR and other applicable regulations.

Supporting documents

Our principles are reflected in:

- the Device Europe Code of Ethics and Business Conduct,
- the Device Europe Supplier Code of Ethics and Conduct.

