



## CZ&SK Cluster Social Commitments

Our business is all about the people. We care.

Every day at Deloitte, we look to make an impact that matters to our practitioners, our communities, and the clients that we serve. The following commitments illustrate what are our standpoints on social rights in the Czech Republic and Slovakia, in addition to what our Deloitte CE Code of Conduct (“Our Code”) stipulates.

The Deloitte CE Code of Conduct guides those efforts by clearly articulating the standards to which we all must hold ourselves, wherever we live or work. Our Code provides the ethical framework on which everyone from leadership to employees of the firm base our decisions. It is based upon Deloitte’s Global Principles of Business Conduct and Shared Values of the DTTL network of Member Firms.

Sometimes we face difficult situations at work that may challenge our values and deciding what to do can be difficult. Whether it is dealing with a

client, a colleague, or a team leader – if something does not feel right, it probably is not. It is our right and our personal responsibility to raise our voice and seek advice concerning any issue touching on social rights or a related dilemma in the workplace, from inhumane treatment to discrimination.

### Social rights: Our commitments

To provide us with a compass and show everyone where Deloitte stands on those matters, Deloitte in the Czech Republic and Slovakia wishes to clearly communicate its true commitments in the area of social rights herein.

### Human rights

#### Humane treatment

Deloitte treats its practitioners with dignity and respect and does not subject them to demeaning conditions.

#### Harassment

Deloitte fosters a culture and workplace that does not tolerate harassment,



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including sexual harassment, threats of harassment, or retaliation for reporting any kind of harassment.

### Labor

#### Forced labor and modern slavery

Deloitte does not use or tolerate the use of forced or involuntary labor nor demand work/service from an individual under threat or coercion. Work must always be conducted based on freely agreed terms. Deloitte makes sure that none of its suppliers withhold or destroy, conceal, confiscate, or deny access by workers to workers’ identity or immigration documents.

### **Child and youth labor**

Deloitte does not exploit child labor and shall not employ anyone under the age of 15 or the minimum legal working age, whichever is greater. Employment of staff under the age of 18 never interferes with their compulsory education and does not, by the nature of the work or the circumstances in which it is carried out, be likely to harm their health, safety, or morals.

### **Discrimination**

Deloitte fosters a culture that seeks to promote equal opportunity for all. Deloitte does not tolerate discrimination based on gender, race, religion, age, disability, gender identity, sexual orientation, or those categories protected by local law. Job candidates and practitioners are evaluated based on their ability to perform the job.

### **Wages, working hours, and other conditions**

Deloitte always meets at least (and usually exceeds) all applicable standards regarding working conditions across its entire workforce, including, without limitation, laws, regulations, and standards relating to the payment of the minimum legal wage or a wage that meets local industry standards, whichever is greater; the observation of legally mandated break and rest periods; and the health and safety of practitioners in the workplace.

### **Freedom of association and non-retaliation**

Deloitte nurtures an environment where business standards are clearly understood and there are clear channels for individuals to communicate openly with

leadership without threat of retaliation, intimidation, or harassment. Additionally, Deloitte respects the legal rights of workers to freedom of association and not hinder the rights of practitioners to legally organize and join associations.

### **Health and safety**

In addition to meeting legal requirements for working conditions and workplace safety Deloitte creates a safe, healthy work environment and takes necessary precautions to prevent accidents and injury. Deloitte emphasizes workplace ergonomics, provides personal protective equipment where necessary and strictly adheres to machine safety operation. Deloitte meets all applicable standards regarding the fire prevention and implemented fire protection and prevention requirements in the workplace. Deloitte strives to continually improve the health and safety at work, improve and update the communication system and internal procedures to reduce the risk of accidents and level of work arduousness. Deloitte practitioners are periodically informed about the rules and changes in the area of health and occupational safety. Deloitte provides the necessary technical and financial resources as well as competent personnel to perform the set tasks in the area of employee safety, health protection, fire protection, machine safety and personal protective equipment. Deloitte ensures that all staff are aware of Deloitte's role in and response to emergencies and disasters occurring. Further to the above, Deloitte holds certification ISO 22301:2019. An international standard for Business Continuity Management System to protect, reduce the likelihood of occurrence,

prepare for, respond to, and recover from disruptive incidents when they arise.

### **Our commitments in practice**

These Commitments encompass Our Code, which outlines the commitments that each of us make. They are based on our Shared Values and reflect our core belief that, at Deloitte, ethics and integrity and social welfare, are fundamental and not negotiable.

Acting in accordance with Our Code and these Commitments is a responsibility for all Deloitte people in the Czech Republic and Slovakia. Each of us is expected to know, understand, and comply with Our Code and these Commitments. We also have a responsibility to raise our voice when we become aware of anything that is inconsistent with them. There can be serious consequences for non-compliance with Our Code, these Commitments or related Deloitte policies, according to the Disciplinary Measures and Corrective Actions Policy, up to and including dismissal.

### **Reporting violations**

#### **Reporting suspected violations**

To report questionable behaviour or any possible violation of these Commitments, Deloitte practitioners are encouraged to work with their supervisor in resolving any concern. If that is not possible or appropriate, they are encouraged to report the issue to the relevant Deloitte CE Chief Ethics Officer, their local Ethics Ambassador or by using the Deloitte Speak Up reporting channel.

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