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NOTION FOR INNOVATION, CREATIVITY & KNOWLEDGE

HUMAN RIGHTS POLICY

This policy applies to every NICK 2000 Ltd. employee and officer in NICK 2000 Ltd. Wholly-owned entities, and in joint ventures to the extent possible and reasonable given NICK 2000 Ltd.'s level of participation. It contains the following six commitments:

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labor Organization's declaration on Fundamental Principles and Rights at Work.
- We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights.
- We treat everyone who works for NICK 2000 Ltd. Fairly and without discrimination. Our employees, agency staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect freedom of association. Where our employees wish to be represented by trade unions or works councils, we will cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.
- We will seek to make contractual commitments with suppliers that encourage them to adhere to the same principles.

Signature: Danail Dechev

