

Labour and Human Rights Policy

Version 2.0 · Effective date: 3 August 2026 · Valid until superseded

We, SEEDVAL SRL, CUI R047792802, with registered office in Galați county, Galați municipality, str. Constantin Brâncoveanu nr. 5, Romania, are a trading company supplying sunflower seeds, sunflower kernels, flax seeds, chickpeas and sorghum, as well as other agricultural commodities, to food and feed manufacturers across Europe.

1. Purpose and scope

We are committed to respecting the human rights of everyone who works for us and to providing fair, safe and lawful working conditions.

This Policy applies to all employees of SEEDVAL SRL, regardless of role or type of contract. It is based on the Romanian Labour Code (Law no. 53/2003), the fundamental conventions of the International Labour Organization (ILO), the ETI Base Code and the UN Guiding Principles on Business and Human Rights.

This Policy is referenced in the labour-ethics and compliance clauses of SEEDVAL SRL's commercial contracts and may be annexed to them; contractual counterparties who adhere to those clauses adhere to the standards set out here.

2. Employment is freely chosen

All work at SEEDVAL SRL is voluntary. We do not use, and will never tolerate, any form of forced, bonded, trafficked or involuntary labour. Employees are free to leave their employment after giving reasonable notice in accordance with the law and their contract. We never withhold identity documents or require deposits from workers.

3. No child labour

SEEDVAL SRL does not employ anyone under the age of 18. As of the effective date of this Policy, no person under 18 works for the company in any capacity.

4. Written contracts, wages and benefits

Every employee has a written individual employment contract, registered as required by Romanian law, and receives a copy of it.

Wages are always at or above the statutory national minimum gross wage in force, and all social security, health and tax contributions are paid in full. All salary payments are made officially and on time; undeclared work and unofficial salary payments are prohibited.

Any overtime is voluntary and, where it occurs, is compensated at the premium rates required by the Labour Code. In practice, the company does not operate overtime.

Deductions from wages are made only where required or permitted by law, and never as a disciplinary measure.

5. Working hours

Standard working time is 8 hours per day, 40 hours per week, Monday to Friday, in line with Romanian law. Employees receive all rest breaks, weekly rest days, public holidays and paid annual leave provided by law.

6. Non-discrimination and equal treatment

We recruit, pay, train and promote people based solely on their skills, experience and performance. We do not tolerate discrimination on the grounds of gender, age, ethnicity, nationality, religion, disability, sexual orientation, political opinion, union membership, family status or any other protected characteristic.

7. Respectful treatment



Every employee is entitled to a workplace free from harassment, bullying, intimidation, verbal abuse and any form of physical or psychological coercion. Disciplinary matters are handled fairly, confidentially and in accordance with the law.

8. Freedom of association

Employees are free to join, or not to join, trade unions or other worker organisations of their choosing, and to bargain collectively, without any fear of retaliation, discrimination or interference from the company.

9. Health and safety

SEEDVAL SRL provides a safe and healthy working environment and complies with Romanian occupational health and safety legislation (Law no. 319/2006), including risk assessment, required training and medical checks. Any employee may stop work and report a situation they believe to be unsafe, without negative consequences.

10. Personal data protection

SEEDVAL SRL processes employees' personal data lawfully, fairly and transparently, in accordance with Regulation (EU) 2016/679 (GDPR) and Romanian data protection law, only for legitimate employment-related purposes, and protects it with appropriate technical and organisational measures. Personal and confidential data must not be transmitted or posted through any channel without adequate protection (encryption, access control, data minimisation).

11. Raising concerns (grievances)

Any employee may raise a question, concern or complaint about working conditions, treatment or any subject covered by this Policy directly with the CEO, verbally or in writing, at any time. All concerns are treated seriously and confidentially, and no employee will suffer retaliation of any kind for raising a concern in good faith.

12. Responsibility, communication and review

Daniela Plesca, CEO, is responsible for the implementation of this Policy and for labour and human rights compliance at SEEDVAL SRL. The Policy is communicated to all employees, forms part of the induction of new employees, and is reviewed at least once a year and whenever legislation or our operations change significantly.

Approved by: Daniela Plesca, Chief Executive Officer

Date: 03.08.2026 Signature: _____

