DIRECTIVE NO. S/2024-09-01/EX

ON THE EQUIVALENT PROTECTION OF WORKERS DURING THE EXTERNAL PROVISION OF ACTIVITIES

Vysoká škola NEWTON, a.s. (hereinafter referred to as the "University")

Article I.
Commitment of the University

When procuring activities through suppliers or other third parties, the University requires that workers participating in the performance for the University be guaranteed equivalent protection of fundamental labor and human rights.

The University does not permit supplier workers, in connection with the performance for the University, to be subjected to inferior conditions regarding occupational health and safety, protection of dignity, the prohibition of discrimination, harassment, or the ability to report inappropriate conduct, solely on the grounds that they are not its employees.

Article II.
Minimum Standards for Suppliers

In the selection of a supplier and to a proportionate extent within the contractual terms, the University requires that the supplier, in relation to its workers:

- complies with labor law, wage, occupational safety, and other legal regulations;
- ensures safe and decent working conditions;
- maintains a zero-tolerance policy toward discrimination, harassment, forced labor, and child labor;
- enables workers to report breaches of these standards without penalty or disadvantage;
- requires compliance with equivalent standards from relevant subcontractors.

Supplier workers who perform activities on the University's premises shall have access to information regarding workplace safety rules and the protection of dignity to the extent necessary for the safe performance of their activities.

Article III.
Reporting and Remediation

Any supplier worker or other person participating in the performance for the University may confidentially report a potential breach of this Directive:

- via email to the People Team at **people@newton.university**;
- for employees, additionally via the link to the **whistleblowing platform** available on the University's intranet.

The reporting person must not be penalized or disadvantaged for submitting a report in good faith or for providing cooperation during its investigation.

The University shall appropriately investigate the report and, in the event of an identified breach, adopt suitable measures, in particular calling upon the supplier to remediate the situation; if permitted by legal and contractual conditions, it may limit or terminate the collaboration.

Article IV.
Maintaining the Independence of Supplier Relations

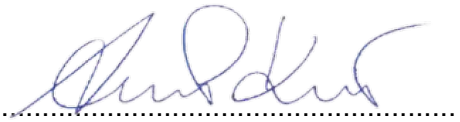
This Directive does not establish an employment relationship or any other labor-law relationship between the University and the supplier's workers. The supplier remains fully responsible for the organization of work, employment relations, remuneration, and the fulfillment of obligations towards its workers.

The University communicates operational requirements and assignments through the supplier's authorized representative. Direct instructions may be provided to the supplier's workers only to the extent strictly necessary for the coordination of safety, the protection of persons and property, or the resolution of an immediate operational situation.

Article V.
Final Provisions

This Directive was promulgated on September 1, 2024, by posting on the official notice board of the University and is accessible to all persons to whom it applies.

Done in Prague, on September 1, 2024



For and on behalf of Vysoká škola NEWTON, a.s.

Anna Plechatá Krausová, DPhil.
Chairwoman of the Board of Directors